

INSIDE

Building the best

Bold initiatives are needed to make Ontario universities international competitors, COU tells government.

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Politics makes history

A collaboration between two U of T profs and a Waterloo colleague has resulted in a new look at Canada.

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Forum

Unity of Knowledge program proposed by UC would offer students alternative to excessive specialization.

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Supplement

U of T Status of Women Office Report, Sept. 1, 1984 to Aug. 31, 1986.

U of T to submit nine proposals for centres of excellence

by Patrick Donohue

U of T will be submitting nine "extremely strong" proposals for provincially funded centres of excellence, says Vice-President (Research) David Nowlan.

The centres proposed by U of T will focus on: materials research, advanced laser and lightwave research, informa-

tion technology, high technology options in the new international age, mineral exploration, applied human pharmacology, natural language computing, integrated manufacturing, and protein engineering.

Universities and private sector companies intending to propose centres of

excellence to be funded by the province's \$1 billion technology fund were required to give notice of their plans Feb. 15. The deadline for final submissions is March 31.

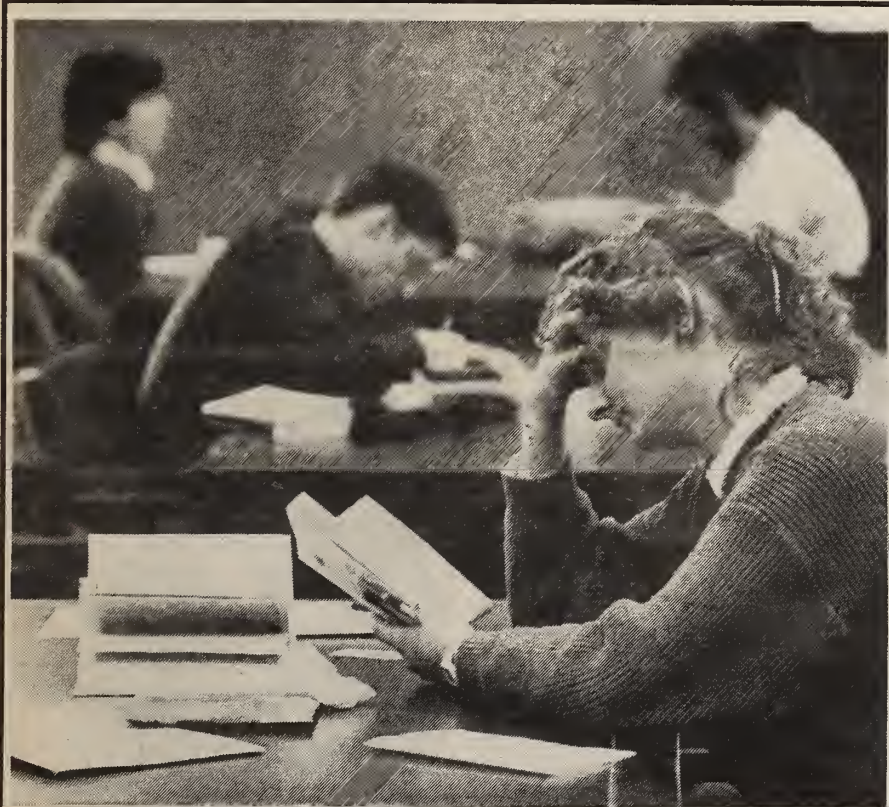
Although funding has been promised for a maximum of six centres, Nowlan said he hopes the province will be persuaded to fund more when it becomes apparent that many very good proposals have been submitted.

He pointed out that U of T's proposals involve an unprecedented level of

cooperation with several Ontario universities. That fact has made the development of plans "more difficult and more exhilarating" than the preparation of most proposals, he said. He attributed their strength to the excellent work of colleagues in various disciplines.

Noting that several private sector firms have indicated a desire to be involved with the centres described in U of T's proposals, Nowlan stressed his

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Reading week

While in Toronto, Gwen Allison, a fourth-year music student at Brandon University in Manitoba, used the Robarts library to good

advantage during reading week. The campus was so quiet you could hear a page turn.

Negotiations next week on 1987-88 faculty salaries

The faculty association and the administration are scheduled to begin negotiations for salaries and benefits for 1987-88 on March 2.

The faculty association is asking for a salary increase to match the increase in the Consumer Price Index for Toronto (1986-87), an additional increase of 6.5 percent to continue restoration of salary scales in accordance with the Burkett recommendation, and the abolition of salary ceilings for tutor, senior tutor, associate professor and librarian III.

UTFA also proposes that average PTR (progress-through-the-ranks) increases for tutors and senior tutors under the breakpoint be raised by \$350 and that the tutor and senior tutor breakpoint be raised by \$7,530.

In a Feb. 13 letter to UTFA president Michael Finalyson, Alec Pathy, vice-president (business affairs), says the administration has decided not to make a specific salary proposal at this time. "It is our belief that discussion and

responsible bargaining can lead to identification by the parties of the terms of settlement." Nor are pension proposals put forward by the administration since they are currently being discussed by a committee of faculty and administration representatives, Pathy says, though they may be made at a subsequent time.

Pathy's letter focuses on proposed changes in the PTR scheme. The changes are designed, Pathy says, "to

See NEGOTIATIONS : Page 2

Status of women officer reports on last two years

The status of women at U of T is better now than it was two years ago but there is room for considerable improvement, says a report by Lois Reimer, status of women officer.

"Some good things have happened," says the report. "We can note and enjoy them but certainly not complacently, for they have only begun to set the stage."

Reviewing the activities of the office during its first two years, the report, which is published as a supplement in today's *Bulletin*, stresses the positive effects of increasing consciousness of women's issues on campus and establishing communication with many concerned groups. The report notes that the "active interest and unwavering support" of President George Connell enhanced the work of the office and helped to give it a high profile.

Although the report makes few specific proposals for change, some problem areas are cited.

Among them is the issue of salary equity. The report calls for a new review "that will seek both to remedy any in-

See WOMEN : Page 4

Council approves budget guidelines

Governing Council approved the budget guidelines for 1987-88 at a special meeting Feb. 9 after being assured by President George Connell that they were "the most encouraging ... that the University has experienced for some time."

However, he pointed out that cuts would not have been necessary had the government put into the operating base all the funds that it chose to segregate in designated funds. The guidelines call for reductions of \$12.3 million to balance the budget but point out that about \$8.4 million in income from non-formula grants will be added back. "While this is a difficult budget — it will not be easy to accommodate the cuts — I would not want you to take away from this

meeting the feeling that the [funding] announcement was not helpful to us," said the president.

Government appointee Dorothy Hellebust said the guidelines represent "a disaster for undergraduate education". She asked for answers in an academic report from the provost to these questions:

- How many major courses are being taught by graduate students?
- How many science labs have been cancelled?
- How many science labs need to be balloted for?
- What will the 1.2 percent cut assigned to the provost's budget envelope do to divisional budgets?

"This 1.2 percent cut is hard on the

heels of a .91 percent cut necessary to meet this year's deficit," said Professor Roger Beck. "I suppose we do have some reason for optimism from the special grants, ... but down in the trenches the news and outlook seem to be particularly grim." Connell pointed out that the .91 percent would be restored before the 1.2 percent was removed.

Mandatory retirement

The president's report to Council dealt with the University's policy on mandatory retirement. The University will be making a submission to the Ianni Commission of the provincial govern-

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Negotiations

Continued from Page 1

improve current administrative practices in order to ensure that equivalent performance receives equivalent financial reward and to recapture the essential merit-driven character of the PTR scheme." He says no change in the overall value or cost of the PTR scheme is contemplated.

The PTR plan proposed by the admin-

Levenson wins award

Professor Jill Levenson, who teaches English at Trinity College, has been awarded a certificate of merit by the Conference of Editors of Learned Journals, a division of the Modern Language Association of America, for a career of distinguished service as an editor. From 1976 to 1986 she edited *Modern Drama*, the publication by which the Graduate Centre for the Study of Drama is chiefly known outside U of T.

istration is essentially the same as that submitted in last year's negotiations and left unresolved following the 1986-87 award.

The faculty association has proposed that a new pension plan be established with membership limited to faculty and librarians. UTFA is also asking for pensions to be indexed annually by the increase in the Consumer Price Index for the previous year, reduced by two percent.

Among several benefits changes requested by UTFA are:

- 100 percent salary during maternity leave, which should be extended to six months
- 100 percent of salary during 12 months' sabbatical leave
- dependents' tuition at any Ontario university paid by U of T.

The members of the administration's negotiating team are: Pathy, chief negotiator; Gary Heinke, dean of engineering; Ted Chamberlin, principal of New College; David Cook, vice-provost, staff-functions; and Karen Gorsline of the Human Resources Department. Members of UTFA's negotiating team are: Finlayson, chief negotiator, James Estes of Victoria University, Reynold Gold of Medicine, George Luste of Physics, and Suzie Scott, executive director of the association.

Lawyer Martin Teplitsky, who has mediated a previous faculty salary settlement, has agreed to act as mediator if necessary in the current negotiations.

Excellence

Continued from Page 1

belief that the centres will demonstrate to business people that basic university research is good for industry in the long run.

Nowlan expressed some concern about the adjudication of the proposals. They will be reviewed by a panel of international experts but final decisions on which centres to fund will be made by the premier and cabinet. Nowlan said he hopes the decisions will be based strictly on the stated criteria: proven academic excellence and relevance to the province's long-term economic strategy. If any other considerations enter into the final decisions, he said, "a lot of people are going to be frustrated."

But Nowlan emphasized that he thinks U of T's proposals stand a good chance of being approved, provided they can be structured to show that they meet the criteria. "I'm encouraged by what I'm hearing," he said.

U of T's submissions to the government at this stage include brief outlines of the research proposed for the centres and mention of the parties involved in each:

- The Ontario Centre for Advanced Laser & Lightwave Research, the only centre proposed solely by U of T, will focus on advanced research in quantum electronics, laser material interactions, fundamental laser driven processes in physics and chemistry, optoelectronics, medical lasers, and lightwave engineering for communications, measurement and information processing. The projected budget for the centre is \$16 million over five years.

- The Ontario Centre for Materials Research, a joint project of U of T, McMaster, Queen's, Waterloo and Western, will look at ways of producing and improving materials of economic importance to Ontario. Among them are ceramics, glasses, coatings and thin films, plastics, orthopaedic and dental implants, and materials related to the steel industry. Some 40 companies have expressed an interest in participating in the centre's research which is budgeted at \$7 million annually.

- The Centre of Excellence in Information Technology will be divided between U of T and Waterloo. Queen's and Western will participate in U of T's portion of the research. With a budget of \$3.8 million per year, it will encourage interaction among researchers from different disciplines to form new collaborative research links in information technology. The centre will also promote the transfer of ideas and technology between industrial and university researchers. About 20 companies have already been involved in discussions about the centre's work.

- The Centre on Ontario's High Technology Options in the New International Age, proposed jointly by U of T, Western and Queen's, will analyze the options available for the Ontario economy as it develops a high technology base and will develop ways to integrate the business community into its research. The expected funding request is \$1.9 annually.

- The Ontario Mineral Exploration Research Consortium, requesting funding of \$4.5 million annually, will grapple with obstacles to the discovery and development of ore deposits. Members of the consortium will be U of T, Queen's, McMaster, Western, Carleton and Ottawa. Some 18 firms have participated in development of the proposal.

- The Centre for Applied Human Pharmacology, a joint proposal of U of T and McMaster, will study the mechanisms of adverse drug reactions in order to predict risks of adverse drug effects and to recommend diagnoses and treatments of specific reactions. Six pharmaceutical companies have indicated their interest in becoming partners in the program. The annual

funding requested is \$4.8 million.

- A Centre of Excellence in Natural Language Computing, proposed jointly by U of T, McMaster, Queen's, Waterloo and Western, will seek to extend applications of natural language computing to office systems, education and publishing. Negotiations are under way to involve many information technology firms, computer manufacturers and publishers. Approximately \$4.3 million annually is requested for the centre.

- The Ontario Centre for Integrated Manufacturing, jointly proposed by U of T, McMaster and Waterloo, will seek to develop the personnel, methods and tools required for better manufacturing technology and to devise strategies for management and integration of that technology, particularly its transfer from large to small-scale industries. Funding of \$25 million over five years is requested.

- The Centre of Excellence in Protein Engineering is proposed by U of T, McMaster and three companies: Connaught Laboratories, Allelix Inc., and Syntex Inc. The centre, requesting \$4.8 million annually, will focus on the relationships between the three-dimensional structure of proteins and their biological function with a view to engineering proteins with improved therapeutic effects on human health.

In addition to these nine proposals, U of T will be involved with three centres being proposed by other universities:

- The Institute for Aerospace Studies will collaborate with York University's proposed National Institute for Space & Terrestrial Science.

- A Centre for Ground Transportation, proposed by Queen's, Waterloo and Lakehead, will involve the collaboration of the U of T-York Joint Program in Transportation.

- The Faculty of Management Studies will collaborate with Carleton, Laurier and Waterloo in their proposed Centre for the Management of Technology.

Benefit for women's centre

"Open House, Open Heart, Open Mind", a benefit for the U of T Women's Centre, will be held at 9 p.m. at Lee's Palace, 529 Bloor St. W., Feb. 25.

The benefit will feature skits by the Company of Sirens and music by Miarianne Girard, Marie-Lynn Hammond and The Heratix; keynote speaker will be Mariana Valverde, who teaches in U of T's women's studies program.

Tickets are available in advance for \$6 or \$10 at the women's centre and the Toronto Women's Bookstore, and will be \$10 at the door. For more information, telephone 978-8201.

Co-op program award

A special citation has been given to the Ministry of Housing, Corporate Planning & Evaluation Branch, for outstanding participation as an employer of students in the University's Co-operative Program in Administration over the past seven years. During this time, the ministry has employed U of T students for 21 consecutive work terms.

The Cooperative Program in Administration is one of three co-op programs offered by U of T, all of which are located at the Scarborough campus. The others are in arts administration and international development.



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Unexpected increase in applications to universities

Province must adopt 'bold new vision' of system to meet student demand: COU

by George Cook

The provincial government should respond to a sharp increase in student demand for places in Ontario universities by increasing funding and adopting a "bold new vision" of the university system, the Council of Ontario Universities (COU) says.

Applications for admission to provincial universities from grade 13 students increased an unexpected six percent this year, COU chairman Alan Earp told a Feb. 19 meeting of the legislature's standing committee on finance and economic affairs. The committee hearings are part of the process leading up to the next provincial budget.

The increase in applications is a clear indication that the proportion of young people who want a university education continues to grow, despite the decrease in the size of the age group.

The COU delegation was made up of Earp, president of Brock University, President George Connell, York University president Harry Arthurs, COU executive director Edward Monahan, former president of Laurentian University, and research director Edward DesRosiers.

Earp said Ontario's spending per

student has risen, while that of other provinces has dropped, bringing this province closer to the national average. However, spending by American states on publicly funded universities has increased dramatically, leaving Ontario far behind and at a significant disadvantage in the competition for faculty and promising graduate students.

"These indicators reflect the lack of adaptive capacity we feel we require to meet the new challenges," Earp said.

In its brief, COU calls for:

- a new funding formula that recognizes inflation, staff demographics and the impact of government initiatives on university costs
- a five-year program of major repairs and renovations
- increased spending to ensure the national pre-eminence and international competitiveness of Ontario universities
- more money for state of the art research tools and surroundings.

Connell told members of the committee that during a Feb. 12 visit to the State University of New York at Buffalo he learned there is more new building under way there than at all Ontario universities combined. "The sense of well-being and confidence was quite pervasive," he said.

The president said that during the Nobel Prize lectures, Yuan Lee of Berkeley, who shared the 1986 prize in chemistry with John Polanyi, showed a slide of an entire University of California building dedicated to his work. The facilities available to U of T's Nobel Prize winner are not insignificant, Connell said, but they cannot match those provided by American universities.

Canada is at present unable to compete for the best graduate students and researchers. "We should be playing that game on a world scale," Connell said.

DesRosiers said a recent study shows that the grant per student allocated to the University of California at Los Angeles is two and a half times greater than that provided to U of T. Connell observed that the state of Minnesota expends a higher percentage of its revenues on one of its universities than Ontario does on 15.

David McFadden, Conservative MPP

for Eglinton, said Ontario must pay more for health care than American states and so has less money for education. He asked the COU delegation to suggest ways of increasing support for universities given the province's other commitments.

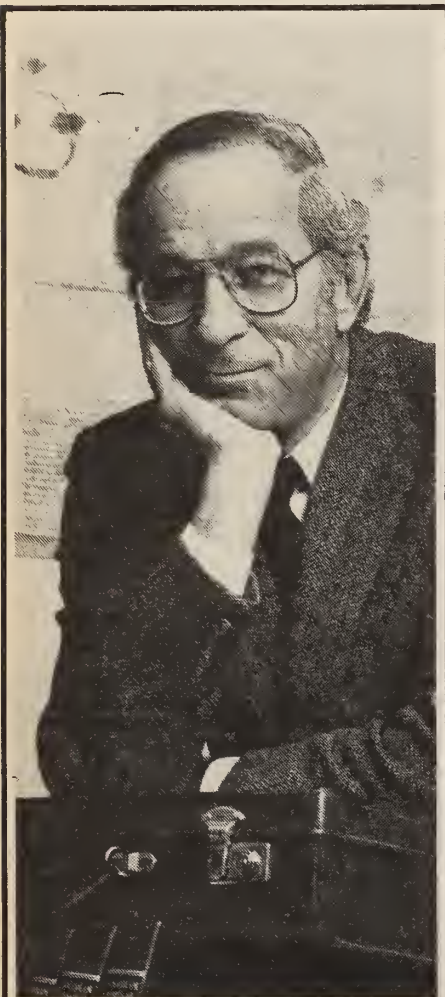
In response, Connell said 95 percent of university operating funds are in the form of provincial grants. The universities, unlike the school boards, have no access to large alternative sources of operating funds, such as property taxes. There are constraints placed on the universities that other institutions are not subject to. "You might consider freeing up the constraints," he said.

Following the COU presentation, Connell said in an interview he believes universities have reduced spending "beyond efficiency". He said budget

reductions have created a situation in which "preventive maintenance" is impossible. Over time, budgetary constraint and the lack of flexibility it entails will cost the province money.

The president was responding to Ontario Treasurer Robert Nixon's call for greater efficiency in the provision of university programs. At a Feb. 5 forum at Hart House Nixon said he thinks "serious overlaps and inefficiencies" remain in the system.

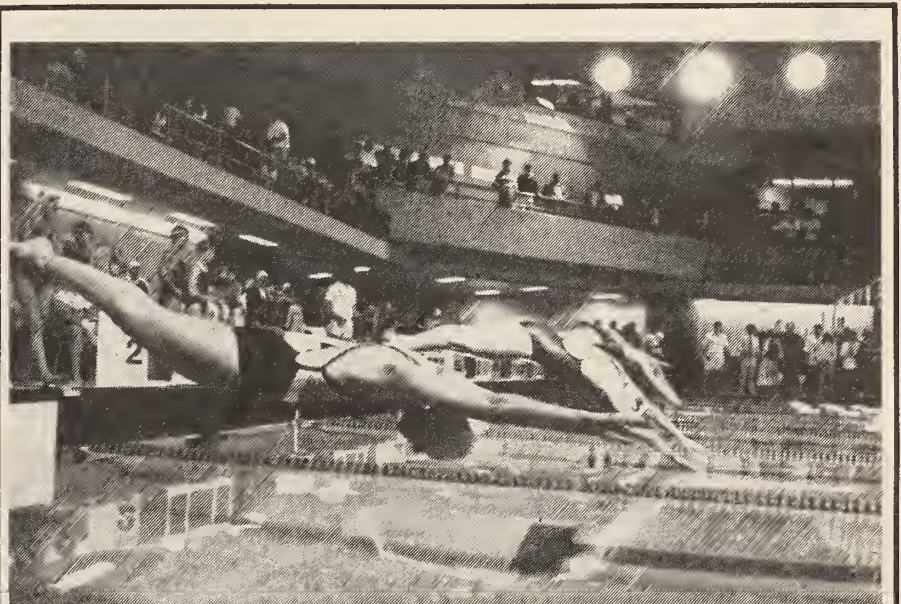
The universities must defend apparent inefficiencies where academic breadth is at stake, Connell said. A course with three students may be deemed inefficient, but it may be unique and of vital importance nevertheless. He cited courses in slavic studies. While not the most popular, they must continue to be offered, he said.



ROBERT C. FAGSDALE

Friedland wins alumni faculty award

Martin Friedland, University Professor and professor of law, has been selected as this year's recipient of the Alumni Faculty Award, given annually by the U of T Alumni Association to a faculty member demonstrating academic excellence, service to the community and service to the University. The award will be presented at a dinner at Hart House in April.



STEVE BEHAL

Champs

Swimmers take to the water of the athletic centre's 50-metre pool in one of 21 events of the Ontario Universities Women's Swimming and Diving Championships Feb. 13-14. U of T won its 10th league title in the past 11

years. Marie-Therese Armentero, a third-year biochemistry student and native of Switzerland who is ranked third in the world in freestyle, was named swimmer of the meet. Top honours for diving went to first-year Trinity student Erin McCune.

Foley to recommend restoration of diploma signatures

Provost Joan Foley will recommend to the Academic Affairs Committee March 19 that the signatures of heads of colleges and faculties be restored to University diplomas and certificates.

Because a year has passed since approval was given, on March 13, 1986, for redesigned diplomas containing only the signatures of the president and the secretary of Governing Council, reconsideration of the matter requires only a simple majority to pass, rather than two-thirds.

Spring convocation will see the first use of the redesigned diplomas. The restoration of signatures should not cause their introduction to be delayed, Foley said.

The provost said that while the members of the committee that recommended the redesigned diploma continue to favour it, reservations voiced by

the heads of the federated colleges, some deans and students, have prompted her to put the matter back on the academic affairs agenda. Concerns over the absence of other signatures were first raised by St. Michael's College president James McConica in

September, but academic affairs voted against reconsideration.

The new certificates and undergraduate and graduate diplomas were designed by the University of Toronto Press. They are the same size as their predecessors, but the number of signatures was reduced for the sake of balance and attractiveness. The committee members who oversaw the original redesign were Professors William Callahan, Robin Harris, Kenneth McNeill and Roger Savory and Alixe de la Roche, a graduate student.

The design review began in September 1985 when then-provost Frank Iacobucci, responding to concerns that the diplomas did not enhance the University's prestige, appointed the committee. Although several members favoured a return to Latin for the diplomas, English carried the day.

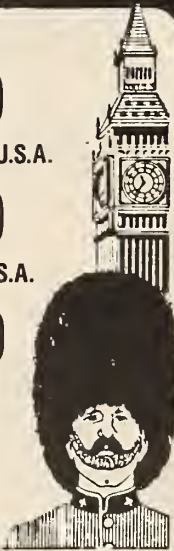
Correction

The winners of eight Canada Research Fellowships recently announced by SSHRC will receive \$35,000 in salary and benefits plus up to \$4,000 in research expenses for three years, not \$3,000 as reported in the Jan. 26 *Bulletin*.

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Women

Continued from Page 1

equities that may be revealed and to identify the causes."

In an interview, Reimer said there is a widely held perception that salary inequities based on gender still exist within the University. In general, she said, figures back up this perception. Across campus, women's salaries tend on average to be lower than men's.

A study could help determine whether discrepancies are due to such factors as the possibility that women are attracted to disciplines in which academic salaries tend to be lower or that women have been hired more recently than the men in their disciplines, Reimer said.

Statistics for administrative staff show a concentration of women in lower salary ranges as in the workforce at large, the report finds. It says, however, that some "slight" progress has been made in the effort to appoint more women to senior levels of staff at U of T.

While noting that women students now comprise 52.8 percent of total

U of T enrolment, the report shows that their presence is concentrated in certain disciplines in which they form the large majority of students: arts and science, education, music, pharmacy, physical and health education, nursing and rehabilitation medicine.

Enrolment of women has steadily risen to about one-third of the number of students in the faculties of medicine and law, the report says. It mentions, though, that some other universities have higher percentages of women students in these faculties.

Although only 14 percent of students enrolled in engineering are women, the report says that figure represents "a not insignificant advance" over 5.1 percent a decade ago and .8 percent in the mid-60s.

A study of application and enrolment patterns in some professional programs turned up no evidence of discrimination against women in terms of offers of admission, the report says. It attributes low enrolment of women in some disciplines to such factors as the lack of role models. The opportunities for hiring more women offered by the faculty renewal portion of the University Excellence Fund are therefore "critically important," the report states.

The report says that a U of T pilot project to encourage women students to take up studies in courses relating to today's rapidly expanding technology proved too expensive in proportion to the number of students reached. Reimer hopes to pursue such activities through association with other universities or school boards in order to reduce administrative costs.

The report also notes a preponderance of women in part-time studies and "bridging" programs such as pre-university courses and the Transitional Year Program. "These data focus thoughts on the relationship between gender and educational paths," the report says.

Regarding child care, the report says "there may be options on a campus that are not always available in other settings." For instance, the University might consider establishing a drop-in day-care facility for use by students and faculty who don't need full-time care for their children, Reimer said. She pointed out that most full-time day-care facilities can't offer services on a drop-in basis.

On the question of campus security, the report says that, while few problems exist now, many people feel it could be improved. But the special nature of the University makes the problem of security complex, Reimer said. She said the members of the University "get very impatient with the kind of security measures the Toronto Dominion Centre, for example, can employ ... we don't see ourselves as that kind of community."

Among the projects undertaken by the officer and noted in the report are:

- support for the establishment of the Women's Centre at U of T
- coordinating the visits of scholars concerned about women's issues
- advising individuals on personal concerns ranging from child care to allegations of sexual harassment
- publication of a report entitled "A Future for Women at the University of Toronto" by the Ad Hoc Committee on the Status of Women
- involvement in the development of the University's Employment Equity Policy and establishment of the position of employment equity coordinator
- participation in a review of the policy on student awards
- assistance with the preparation of a sexual harassment policy
- preliminary work on guidelines for the use throughout the University of language which is not gender-biased
- conferring with status of women officers from other universities and attendance at various federal, provincial and municipal conferences on issues related to the status of women
- service on the Status of Women Committee of the Council of Ontario Universities.

Council

Continued from Page 1

ment, which is examining the case for legislative change with respect to retirement. Connell said U of T will recommend that academics not be allowed the option of continuing tenured appointments after the age of 65. Because he did not anticipate any change in the University policy, which provides for retirement at 65, as long as litigation continues on the matter, he has rejected an invitation from the University of Toronto Faculty Association to negotiate a change in retirement policy. (A recent decision of the Supreme Court of Ontario upholding the universities' right to enforce retirement at 65 is being appealed.)

At the meeting, Claire Johnson, a part-time student representative, gave notice of a motion that U of T divest its holdings in companies that do business with South Africa. Johnson has resigned from the President's Advisory Board on the Social and Political Aspects of University Investment.



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**CENTENNIAL REUNION
—JUNE 1992**

Business affairs told Thomson plans to sell Utlas

Utlas, the library automation system bibliographic and information data base service developed at U of T and sold to the International Thomson Organisation Ltd. in 1985, is to be sold to the Thyssen-Bornemisza Group Inc., which provides electronic services to libraries throughout North America.

Under a letter of intent, Library Technologies International, a TGB core business unit, would acquire Utlas International from Thomson's Information Publishing Group. Utlas would be maintained as a separate unit and would continue providing services to libraries in Canada, the US and Japan.

Alec Pathy, vice-president (business

affairs), told a meeting of the Business Affairs Committee Feb. 11 that representatives of his office and of the library have met with the proposed purchasers and have been assured that the service contract and quality of service will be maintained. Thomson, which agreed to pay a service fee of two percent of net revenue for 15 years when it acquired Utlas, will continue to meet its obligation, said Pathy. "We have no intention of relieving them of any responsibility they might have."

In answer to a question as to why Thomson is selling, Pathy said the organization is more involved in paper publishing than in technology publishing and that Utlas did not fit into its overall plans.

He said the University was not expecting a sale, but is optimistic that the service to the U of T library system under the new owner will be as high-quality as under Thomson because "it will become their flagship."

Additional capital funding

Janice Oliver, assistant vice-president (facilities and administrative systems), told the committee that the University has identified 160 projects costing about \$10,000 each to take advantage of an offer of \$1,582,200 from the provincial government for deferred maintenance or renovations and alterations providing the money is spent by March 31, 1987.

The projects generated by the provincial funding, which totals \$13 million for the system, are intended to stimulate winter employment. Oliver estimated that U of T's program would create 12,000 hours of work.

The government is providing the money as additional capital funding. It will enable the University to get on with small deferred maintenance projects, she said. Most of the projects will involve maintenance and repairs, but some small renovation and design projects that can be completed by the end of March have been included as well.

Earth Sciences Centre

The committee was told that the cost of the Earth Sciences Centre has risen to the point where bridge funding will have to be used to pay for the construction while the University awaits the remainder of its funding from the government and until the funding campaign is under way. When the \$46 million project was approved in September 1985, a five-percent inflation factor was built in, but a year later there had been a 15 percent increase because of a high level of activity in the building industry and a shortage of materials, and another 10 percent increase is now expected.

Increased appropriations

A report of increased appropriations approved under the policy for administrative authority to change budgets reported the addition of \$490,000 to cover anticipated legal and other advisory services, mostly for negotiations and dispute resolution with the Univer-

sity of Toronto Faculty Association and also for reviewing and changing the pension plan.

Enrolment report

In response to questions from several members of the committee about the enrolment report, which was presented for information, Dan Lang, assistant vice-president (planning) and registrar, agreed to prepare a memorandum for the next meeting answering specific questions about the economic impact of an enrolment shortfall and the optimum enrolment.

UTSA memorandum

The committee received notice of motion from staff representative Michael Jackel that Governing Council enter into negotiations with the University of Toronto Staff Association with a view to establishing a memorandum of agreement.

Trent honorary degree for Brownstone

Political science professor Meyer Brownstone, director of the Centre of Urban Studies, will receive an honorary degree from Trent University at Spring convocation May 29.

Brownstone, national chairman of Oxfam Canada since 1975, recently received the Pearson Peace Medal from Governor-General Jeanne Sauvé in a ceremony in Ottawa. The medal is awarded annually by the United Nations Association of Canada for outstanding achievement in international service.

Brownstone, who came to U of T in 1964 after serving as Saskatchewan's deputy minister of municipal affairs, currently sits on a committee to foster peace in Central America, sponsored by the Department of External Affairs, the Canadian Peace Research Institute and other organizations for Latin America and Europe.

PERSONNEL NEWS

Job Openings

Below is a partial list of job openings at the University. The complete list is on staff bulletin boards. To apply for a position, submit a written application to the Human Resources Department.

(1) Sylvia Holland; (2) Steve Dyce; (3) Varujan Gharakhanian; (4) Christine Marchese; (5) Maureen Brown; (6) Mirella Taiariol; (7) Sandra Winter.

Accountant III
(\$23,620 — 27,790 — 31,960)
Physical Plant (1)

Accountant IV
(\$29,050 — 34,180 — 39,310)
Office of the Comptroller (3)

Administrative Assistant I
(\$20,230 — 23,800 — 27,370)
Gerontology (1)

Benefits Plans Analyst
(\$26,200 — 30,820 — 35,440)
Office of the Comptroller (3)

Bibliographer II
(\$12,400 — 14,590 — 16,780)
Records of Early English Drama, 50 percent full-time (1)

Chief Radiation Protection Officer
(\$39,800 — 46,820 — 53,840)
Physical Plant (1)

Clerk Typist III
(\$16,570 — 19,490 — 22,410)
Office of the Comptroller (1), Social Work (3), Law (6)

Editor I
(\$18,160 — 21,370 — 24,580)
Records of Early English Drama (1)

Engineering Technologist II
(\$23,620 — 27,790 — 31,960)
Physics (6)

Engineering Technologist III
(\$26,200 — 30,820 — 35,440)
Computer Systems Research Institute, one-year appointment (3)

Laboratory Technician II
(\$20,230 — 23,800 — 27,370)
Banting & Best Medical Research (1), Pathology (1)

Library Technician III
(\$9,054 — 10,650 — 12,246)
Computer Science, 60 percent full-time (3)

Research Officer I
(\$9,080 — 10,685 — 12,290)
Family & Community Medicine, 50 percent full-time (1)

Research Officer I
(\$18,160 — 21,370 — 24,580)
Surgery (1)

Secretary I
(\$8,285 — 9,745 — 11,205)
Policy Analysis, 50 percent full-time (3)

Secretary I
(\$9,942 — 11,694 — 13,446)
(60 percent)
Chemistry, 60 to 80 percent full-time (5)

Secretary I
(\$16,570 — 19,490 — 22,410)
Environmental Studies (6)

Secretary II
(\$18,160 — 21,370 — 24,580)
Royal Conservatory of Music (1), Services to Disabled Persons (2), Residence, Food & Beverage Services (3), Continuing Studies (3)

Secretary III
(\$20,000 — 23,000 — 27,000)
St. Michael's College (1)

Secretary IV
(\$22,340 — 26,280 — 30,220)
Hart House (3)

Senior Electrical Draftsman
(\$24,800 — 29,180 — 33,560)
Physical Plant (1)

Senior Mechanical Draftsman
(\$24,800 — 29,180 — 33,560)
Physical Plant (1)

Systems Software Programmer II
(\$30,560 — 35,950 — 41,340)
Computer Systems Research Institute (3)

IN MEMORIAM

Sister F. Dolores Donnelly, professor emerita, Faculty of Library & Information Science, Jan. 8.

Professor Donnelly was born in St. John's, Nfld. in 1915. She received her bachelor of arts and bachelor of library science degrees from Mount Saint Vincent University in Halifax. In 1951, after 10 years' professional practice as librarian and director of adult education in Reserve Mines, N.S., she was appointed professor at the Mount Saint Vincent Library School. In 1954, she

received her master of library science degree from the University of Toronto and in 1971 obtained her PhD from the University of Illinois.

In the same year she returned to Toronto, this time as associate professor at the new Faculty of Library Science, becoming professor in 1976. On her retirement in 1982 she returned to Walsh House at Mount Saint Vincent, the motherhouse of her order, the Sisters of Charity.

Professor Donnelly's chief

area of academic interest lay in the structure and role of national libraries, particularly in Canada and Britain. Her book, *The National Library of Canada: A Historical Analysis of the Forces which Contributed to its Establishment and to the Identification of its Role and Responsibilities*, is a standard source in the area.

In her retirement, Professor Donnelly continued to do research. Her last years were spent undertaking a sociological study on behalf of the Sisters of Charity.

Grenville H. (Ike) Temple, administrative officer, Department of Zoology, Feb. 4.

Mr. Temple, born in Ottawa in 1917, was educated at Lisgar Collegiate in Ottawa and Bishop's University, Lennoxville, Que., graduating in 1940 with a BSc (biology). He joined the Royal Canadian Air Force that year, serving as a pilot officer, then flight lieutenant and

finally in air traffic control. When he left the force in 1945, he went to La Terriere, Que. to learn mink ranching. Two years later, he moved to Gormely, Ont., where he and his wife opened Dalewood Mink Ranch. He sold the ranch in 1957 and joined the Department of Lands & Forests in Maple, Ont.

In 1960 he came to the Department of Zoology, and was made administrative officer in 1961, when plans

were under way to build the new Ramsay Wright Zoological Laboratories. Mr. Temple worked in the department until his retirement in 1982.

Outside of work, Mr. Temple was involved in many volunteer activities, among them working with the blind, the Federation of Ontario Naturalists, the York Central Hospital Foundation and the Owl Rehabilitation & Research Foundation.



UTFA Council Elections

The following seats on the University of Toronto Faculty Association Council will become vacant in July 1987.

#	Constituency	#	Constituency
1	Anthropology	33	Rehab. Medicine/Anatomy/Art as Applied to Medicine/Speech Pathology
2	Psychology/Geography	36	Civil Engineering/Geological Engineering
3	Sociology/Criminology	38	Electrical Engineering/Biomedical Engineering
7	Fine Art/Classics	41	Dentistry
8	East Asian/Near Eastern/MEIS	42	Education
13	Philosophy	44	Education
18	Erindale — Humanities	45	Forestry
20	Erindale — Sciences	48	Management Studies
21	Scarborough — Humanities	49	Music
22	Scarborough — Social Sciences	54	Combined Libraries
27	Victoria College		
28	Trinity College		
30	University College		

Members within these constituencies are requested to make nominations for these Council seats. Forms will be distributed to members and additional ones will be available at the UTFA offices. The nominations close March 13. Elections will be held March 16-27.

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BOOKS BY UNIVERSITY OF TORONTO STAFF

February

Islam: The Way of Submission, by Solomon Nigosian (Thorsons Publishing Group Ltd., Eng.; 216 pages; \$18.95). This study, intended for both Muslim and non-Muslim readers, encapsulates and portrays the spirit of Islam, which pervades every aspect of Muslim life and unites millions of individuals worldwide in a common bond.

Nobles in Nineteenth-Century France: The Practice of Inegalitarianism, by David Higgs (Johns Hopkins University Press; 304 pages; \$30 US). Refuting the assumption that French nobles lost both power and identity after the 1789 Revolution, David Higgs presents a new interpretation of their significance in modern France. Although the Revolution forced the nobility to accept a measure of political and economic parity with the new upper bourgeois elite and to learn the merits of cooperation over conflict, it did not cause them to relinquish the idea of *la distinction*. Realizing they could no longer aspire to rule, they sought instead to instill their old values in the new rulers, to far-reaching effect.

Life Begins at Sixty-five: the Not Entirely Candid Autobiography of a Drifter, by Hans Blumenfeld (Harvest House; 336 pages; \$29.95 hardcover, \$15 paper). This volume not only details the political and personal life of the author, but also encompasses the history and philosophy of planning in this century.

January

Technology and Work in Canada's Future, by Stuart Smith; edited by Lewis Miller* (Guidance Centre, U of T; 139 pages; \$12.50). The unifying theme in this collection of addresses is the importance of science and technology

policy to the prosperity, career opportunity and quality of life of all Canadians. Basic questions about robotics, computers, competition in knowledge-intensive industries and the future for Canada as an industrial nation are raised and discussed.

Catching Up October

Urban Systems in Transition, edited by J.G. Borchert, L.S. Bourne* and R. Sinclair (Netherlands Geographical Studies; 248 pages; \$11 US). This monograph is the third in an international series on the research activities of the Commission on Urban Systems in Transition of the International Geographical Union. It includes 19 papers on the theory and methodology of urban systems analysis; the increasing importance of the service sector in determining urban growth rates; recent population and demographic trends; the impact of the economic recession on urban development; and a separate section on changes in the Dutch urban system.

November

Culture and Society in Lucian, by C.P. Jones (Harvard University Press; 209 pages; \$35). Lucian is one of the great satirists of classical literature. This book explores his intellectual and cultural milieu and shows how his satires are aimed at issues and persons directly relevant to his own time.

Judaism: The Way of Holiness, by Solomon Nigosian (Thorsons Publishing Group Ltd., Eng.; 224 pages; \$18.95). Written for both Jewish and non-Jewish readers, this study of the history, beliefs, literature and observances of the Jewish faith crystallizes the unique spirit of Judaism.

POSITIONS ELSEWHERE

Notice of the following vacancies outside the University has been received by the Office of the President.

McGill University
Director of Computing and Telecommunications
Responses should be sent to: Dr. Paul Davenport, Vice-Principal (Planning & Computer Services), McGill University, 845 Sherbrooke St. West, Montreal, Que. H3A 2T5.

Southern Methodist University
President
Applications and nominations should be sent to: SMU

Presidential Search Committee, Southern Methodist University, P.O. Box 4101, Dallas, Tex. 75275-4101.

University of California, Los Angeles
Executive Vice-Chancellor
Position to be filled by July 1, 1987. Nominations and applications should be sent by March 15 to: Chancellor Charles E. Young, University of California, Los Angeles, Office of the Chancellor, Los Angeles, Calif. 90024.

The University of Illinois at Chicago
Vice-Chancellor for Research and Dean of the Graduate College
Nominations should be submitted by March 13 to: Professor Paul Chung, Chair, Search Committee for a Vice-Chancellor for Research and Dean of the Graduate College, c/o Office of the Chancellor, Attention: Ms. Linda Cesario, The University of Illinois at Chicago, Box 4348, Chicago, Ill. 60680.

Governing Council election 1987

Ballots were mailed on Feb. 18, 19 and 20 to all eligible voters in Graduate Student Constituency II. An outline of the constituency is given below.

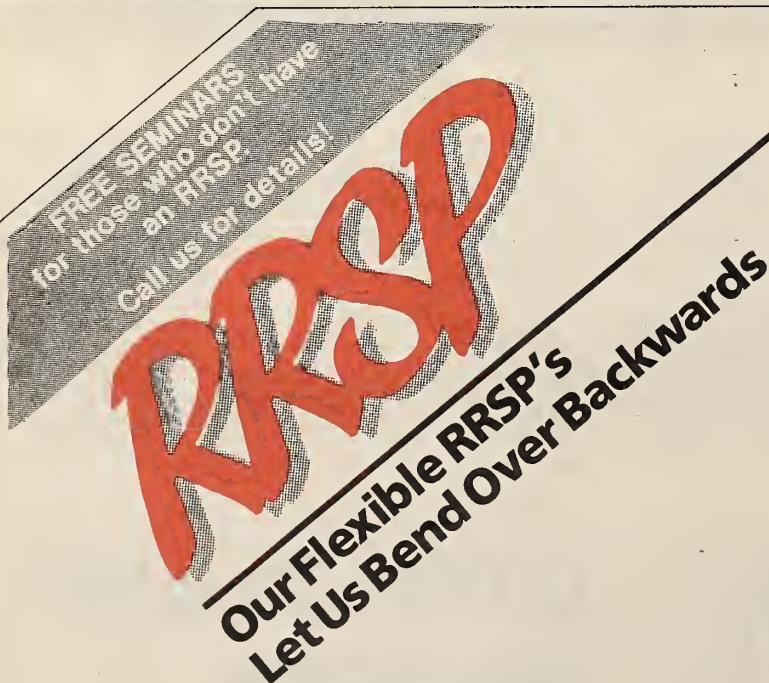
Completed ballots must be returned to the Governing Council Secretariat, room 106, Simcoe Hall prior to noon, Tuesday, March 10. The results will be announced the same day.

Graduate Student Constituency II includes all students registered in Division III (physical sciences) and Division IV (life sciences) of the School of Graduate Studies and the Graduate Department of Education.

Please note that the ballot should be sealed in the secrecy envelope and returned in the addressed return

envelope. The voter information requested in the upper left-hand corner of the return envelope must be provided for voter validation. The secrecy of your vote will be maintained. The secrecy envelope is separated from the return envelope under the scrutiny of the Chief Returning Officer and the candidates or their scrutineers.

No ballots are being mailed for Graduate Student Constituency I since Karen Pearson was acclaimed. All teaching staff seats and the part-time undergraduate seats were also acclaimed. Elections for the full-time undergraduates will be conducted by ballot box in conjunction with the SAC elections on March 17 and 18.



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Centre for technology and social development spans gap between 'two solitudes'

by Patrick Donohue

U of T engineers have built many bridges in their day, but Professor Bill Vanderburg is building one unlike any other.

He wants to span the gap separating the social sciences from technology. As Vanderburg sees it, technology has an enormous impact on today's society, yet social scientists and the engineers who create the technology can barely communicate with each other.

Vanderburg feels it's crucial that they learn to do so. He points to the case of a political scientist attempting to discern how computers have changed the political decision-making process. "If you don't understand computers, you're missing an important piece of the picture," he says.

But political scientists don't have the tools for acquiring a knowledge of computers, he says. Nor does technology, which strictly speaking concerns itself only with the internal functioning of machines, provide the tools for engineering students to study the social issues which the introduction of technology raises.

To bring together the "two solitudes" of technology and the social sciences in an academic setting where they can learn from each other, the engineering faculty has created the Centre for Technology & Social Development with Vanderburg as its director. He says the centre — the only one of its kind in Canada — will lead the way for other engineering faculties who have wondered how to fulfil the mandate imposed on them by accreditation boards to provide engineering students with a better education in the relationship between society and technology.

Not that there hasn't already been some attempt to expose engineers to social issues. But too often the social sciences have remained as separate disciplines difficult to interpret from an engineering perspective, Vanderburg says. Thus, such studies became "exercises in frustration" for both engineering students and teachers.

What's new about the centre is that it will give engineers the tools to study sociological issues from their own point of view. "A new body of knowledge that doesn't exist now will be developed from the perspective of the doers and

creators of technology," Vanderburg says. That new knowledge will relate to the social sciences and humanities the way the applied sciences and engineering relate to the natural sciences. Vanderburg hopes that sociology will thus become a part of engineering studies just as mathematics is.

Even as a student, Vanderburg had an inkling that there must be a way of making the social sciences relevant to engineers. After finishing his PhD in mechanical engineering at the University of Waterloo, he sought out Jacques Ellul, the well-known French professor of the history of law who has written widely on how technology influences every aspect of society from politics to art. Under Ellul, Vanderburg spent five years on a NATO post-doctoral fellowship at the University of Bordeaux studying the social sciences to see what they could tell an engineer.

On completion of his studies with Ellul, Vanderburg wrote to the engineering faculties of several Canadian universities to see whether they were interested in having an engineer explore the interface between technology and society. Only U of T responded positively. He arrived here in 1978 as special lecturer in sociology and engineering. Last year, he was appointed associate professor in a newly created tenure-stream position.

Although cross-appointed to the sociology department, Vanderburg has a full teaching load in engineering with his four courses on the social effects of technology. He recalls that in his student days such non-technical electives were often considered boring and unpopular. Last year, however, he received the faculty's teaching award on the enthusiastic recommendation of the students.

The author of *The Growth of Minds and Cultures* (U of T Press, 1985), Vanderburg emphasizes in all his courses that technology and society shouldn't be viewed as two separate "black boxes" colliding with each other. He compares society to a fabric woven of many threads, one of them being technology. "If you unravel one thread, you affect the whole fabric," he tells his students.

That's why engineers need to have an overview of the whole fabric. "Let's broaden the criteria of excellence beyond cost effectiveness and technical excellence," Vanderburg says. He's not suggesting that those criteria be dropped but that they be complemented by other values dealing with the context in which technology finds itself. To help engineers discover those values he intends to draw on the expertise of colleagues from many other disciplines such as philosophy, political science, anthropology and economics.

Early indications are that there's a demand for the centre's services. It had just been established by the dean's

office last summer when two major projects landed on its doorstep.

The Ontario Ministry of Community & Social Services has expressed a strong interest in having the centre study ways of improving access to computers for print-handicapped people. This project particularly interests Vanderburg because he has been legally blind since the age of 16. From his own experience, he can show that the potential of technology to fully integrate the handicapped in education and the workplace hasn't been adequately tapped. For instance, some devices for improving computer access for visually handicapped people aren't very effective, he says. Voice synthesizers are frustrating to a blind person unless they can be made to move quickly through a text the way a cursor can. Most software now available for synthesizers doesn't do that satisfactorily.

Another project that certain major manufacturers have asked the centre to study is the attitude of employees to computer crime. Offences that worry employers range from theft of software and records to using computers for private work and playing games. Vanderburg says it appears that graduates from some disciplines behave more professionally than others with respect to such matters. The centre hopes to investigate how these different attitudes can be affected by curriculum development.

One of six members of the centre's advisory board is former U of T president

James Ham, a strong supporter of Vanderburg's line of study since he came to the University. Ham doesn't hesitate to align Vanderburg's goals with the tradition of U of T giants such as Innis and McLuhan. Vanderburg has done a "monumental" task of creating a holistic view of "what it means to be a human being in a society in which technical things are interwoven inextricably with what one is and what one thinks," says Ham. This perspective contrasts strikingly with the usual scholarly approach to subjects by fragmenting them into the study of "minutiae", Ham says.

But Ham warns that its broad outlook contains inherent difficulties in terms of the centre's finding its place in the University. "If a graduate student wanted to do a PhD on the holistic aspects of the impact of technology, what department would provide it?" He also points out that a large sector of the engineering faculty, pressed to deal with the "nitty gritty" of courses, might consider the centre's sphere of interest a "fringe benefit".

Another problem plaguing the centre is typical of universities today, Ham notes: meagre financial support. Vanderburg says that although the centre received start-up funds from the office of the dean of engineering it will be expected to raise its own funding for projects. He believes that will come from foundations concerned about technology's effect on people. "It's the number one issue facing our society."

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Canada in the modern world: the 20th century experiment

by George Cook

The history of Canada in the 20th century is of a small nation's struggle to come to terms with the withering of the British Empire and the growth of the American one, say the authors of *Canada 1900-45*, scheduled for publication in May by the University of Toronto Press. The book is the second by Professors Robert Bothwell and Ian Drummond of U of T and John English of the University of Waterloo. Their first, *Canada since 1945*, was published in 1981.

The books are a narrative synthesis of recent historical scholarship, some by the authors themselves, for students of Canadian history. In straightforward, occasionally colourful language, *Canada 1900-45*, deals with continuity and change through prosperity, war, the cultural reform of the 1920s, depression, drought and war again.

"What we're dealing with in 1900," says Bothwell, "is relative British decline. The 19th century was fundamentally British, in which Canada was protected by British power. The 20th century is one in which we have tried to adjust to the decline of British power and the rise of American power."

International trends helped make the Canada of 1900, as they contribute to Canada today. But the truth of our history, says Drummond and his colleagues, resides in the balance we strike between an understanding of indigenous influences and foreign ones, the way we portray our "responsive development". The need for balance is acute, especially where finance, industry and technology are concerned.

"Anyone who wants to write economic history for a country like Canada," Drummond says, "has to see the forces from abroad, the domestication of technology and the unique elements of responsive development that are peculiar to us. We think the belief that it all comes from abroad, that nothing ever happens here, is a kind of intellectual sickness in this country."

At the same time, the authors are at pains to avoid what they consider an absurd chauvinism. Bothwell satirizes the genre: "There are people who really believe that Canadian thought descends from the socialist tailor in Musquodoboit who instructs the Cape Breton coal miner who passes this on to a Marxist leader in Toronto. This, to our mind, is rubbish."

"Our line of descent is different from cultural historians or the self-indulgent *lit crits* who are busy contemplating trivial and unimportant works of the past. When we talk about culture, we're concerned to show Canadians what the international aspects of their culture are — it's incomprehensible otherwise — but at the same time to link that culture to what is uniquely Canadian."

Stage set

The opening chapters of *Canada 1900-45* set the stage by establishing the social, economic and political conditions prevailing as the country entered the 20th century. Waning British power inspired a variety of attempts to buttress the imperial edifice. Today they are little more than interesting artifacts of a vanished Victorian era. But there were developments unique to Canada, among them the creation of an enduring Canadian political culture.

"You find many aborted experiments in which we tried to find ways to strengthen the British Empire," Bothwell says. "They didn't work. So this is the period in which Canadians became increasingly nervous about the foundations of their world. They adjusted by asserting a national independence, a national identity. We start at a point when the political formation of the country is just about complete. So we don't have to do the old nation-building thing. That's been done elsewhere and done well. Instead we start with the arrival of the great immigrant influx of 1896-1913, the emergence of the prairie provinces in a recognizably modern form and the

reform movements of the period, which again have obvious modern aspects. We also start with the rise of the Liberal Party. It is the government party, the majority party in Canada. And it seems that is still the case."

Political history remains the backbone of a book that attempts a synthesis of the social, economic and cultural histories of a country born and bred on the margins of empire, subject to international economic cycles. "In the minds of students and the public that is how Canadian history is perceived," English says. "Unless you keep politics as the backbone, everything else falls apart."

"We believe Canadian political culture is unique to us, and unique across the country," Bothwell adds. "It's one of the things that defines Canadians. Many commentators have tended to undervalue this aspect of our culture; they treat it as if it doesn't exist. But the fact of the matter is that Canadians respond politically in a different way than the Americans and British."

"We have a political continuity that would be hard to find in almost any other western nation," says English.

The politicians, diplomats and civil servants who developed Canadian public policy after the Second World War were formed in the culture of the boom-bust period of 1920-1939. It is impossible to come to a reasonable understanding of post-war Canadian politics without knowledge of the previous decades.

Bothwell: "So much of post-war politics — the concern with national unity, the idea of an active federal



McConnell, 1917

Public Archives, Ottawa

THE COUNTRY: "I back you, Sir Robert, you're backing my boys."



Bengough/Globe/1 September 1897

"HOME, SWEET HOME."

U N I V E R S I T Y O F T O R O N T O

**Status
of
Women Office
REPORT**

September 1, 1984 — August 31, 1986

Introduction

Plans to establish a Status of Women Office at the University of Toronto were announced by President Strangway in June 1984 (Attachment A), and the appointment of a Status of Women Officer followed two months later. Several factors had a part in shaping these decisions. These included the impending launch of "Women in Toronto" (WIT), a year-long series of events at the University marking the centenary of the admission of women students, and concerns and recommendations brought forward by the Ad Hoc Committee on the Status of Women at the University of Toronto, a group representing women faculty, administrative staff and students.

The Status of Women Officer commented on some of her initial activities in a memorandum to President Connell in June 1985; a more formal report intended that fall at the end of one full year was deferred because the Office was then in the early stages of drafting a major employment policy and it seemed sensible to see this process through.

The present report contains excerpts from the preceding memorandum to the President, and will deal with the first two years of the Office's operation. It is arranged under three main headings: organization and advocacy, policy development, and off-campus activities.

1. Organization and Advocacy

"So the more I consider your situation - the relative newness of your role in the universities and the rising tide of institutional change that you are riding - and the more I think of the goodwill which you now have, the more I believe that your job has two sides: one is the change in administrative practices and the compilation of research and data and conformity with laws and programs, and the other - equally if not more important - is to stir up so much interest, to so provoke the incumbents of the university system, to make life so difficult for the average faculty member that she or he will participate in a movement of reform for our universities."(1)

Beginnings

The Officer's first months were devoted in the main to meeting and consulting widely, and establishing contacts and working relationships in keeping with the responsibilities of the new Office. These involve the major constituencies - student, academic and administrative staff - on the three campuses, and call for regular liaison with several offices and departments as well as official organizations, informal groups, and interested individuals. At President Connell's invitation, a number of senior administrative and academic colleagues participated in two "brainstorming" sessions at which the central questions were: what are the critical issues? which of these are likely to respond to new or revised policies and programs, both in the short- and long-term?

The simple fact of the existence of a Status of Women Office immediately generated a great deal of enthusiasm and goodwill. The Officer was given a number of opportunities to be seen

and heard and took advantage of as many as possible, including a caloric sequence of breakfast, lunch, and dinner meetings, receptions, panels, etc. The ambitious "Women in Toronto" celebrations promoted a sharpened awareness and appreciation of women's role, experience, and achievement at the University of Toronto. In addition, the growing social and political recognition of and sensitivity to women's issues, the President's evident interest and support, and generous coverage in the campus media, all helped the Office (and Officer) to gain a high, positive profile from the outset.

The Women's Centre

In April 1984 a group called the Coalition for a Women's Centre at the University of Toronto submitted a proposal for space on campus to the Committee on Accommodation and Facilities and to the Office of the Vice-President, Personnel and Student Affairs. There had been an application a year earlier from the Students' Administrative Council to locate a women's centre in the Koffler Student Services Centre at 214 College Street; however, the plans for that site precluded additional allocations at that time. SAC had emphasized that the centre it envisaged would be more than an undergraduate student facility. This concept was also at the heart of the Coalition's application, which described the purpose of the women's centre as follows: "to provide a centralized meeting place for University of Toronto community women, to act as an information exchange, referral centre for services and events of interest to women on- and off-campus, and a centre for social and cultural events and meetings . . . (to) serve as a focus for education, discussion and action on issues of importance to women at the University".

The Status of Women Officer had met with representatives of the Coalition in her previous position as Executive Assistant to the Vice-President, Personnel and Student Affairs. Her subsequent efforts to promote the proposal included encouraging sponsorship of the centre by the Women's Studies Programme to help meet the requirements of the University's space policy, personally seeking ideas as to possible locations, accepting an invitation to be Honorary Visitor at a Hart House debate (only the fifteenth occasion, it appeared, on which a woman had taken part in that capacity) at which she spoke strongly in support of the need for a women's centre, and joining with her newly-formed Advisory Committee in recommending to the President that the proposal for a women's centre receive urgent and favourable consideration. A number of University groups, including the Association of Part-time Undergraduate Students, Graduate Students' Union, Students' Administrative Council, and the University of Toronto Faculty and Staff Associations, endorsed the Coalition's submission. However, the proposal was also controversial, in part because of the exclusively-female composition of the collective which would manage the centre.

After many months of lively and at times heated discussion across the campus, space was found, at least in the short-term, at 49 St. George Street. The Women's Centre at the U of T opened in January 1986. While the Centre is run independently, the

Status of Women Office has been involved in various day-to-day matters such as telephone installation and billing arrangements, library privileges for the Centre's Co-ordinator, facilitating the receipt of donations to the University on behalf of the Centre, and providing some financial assistance for specific purposes. The Centre has been active from the beginning, with a series of lunch hour talks during International Women's Week in March as one of its early programs. The Canadian Association for Women in Science (CAWIS) has also met at the Centre. Notwithstanding a meagre, indeed fragile, funding base to date, there is evidence that the Women's Centre is attempting to reach and serve a wide public and has begun to gain recognition both within and outside the University.

Women and Science

Following discussions initiated by a faculty member in Physics, the Status of Women Officer directed a project in the early months of 1985 entitled "Women in Science and Mathematics". Four academic departments - Astronomy, Chemistry, Mathematics, and Physics - along with selected secondary schools and business and industrial employers, co-operated in the arrangement of visits by groups of female high school students to the campus and to various companies. A portion of the administrative expenses was met by funding from the Learnx Foundation. The program, which was designed to introduce the students to opportunities in academic and career fields which women have not traditionally entered, reflected the mounting concern in the educational system, in the workplace, and in society generally about the need, particularly for women, to prepare for an increasingly technological world. One of the University's long-term goals in such an undertaking would obviously be the development of a larger female faculty "pool" in the science and engineering sectors.

The pilot project has been carefully evaluated. While the level of enthusiasm of most of those who took part and those who conducted the review was high, so too, it was felt, were the costs, in actual dollars for employing a part-time co-ordinator and, as importantly, in time and effort volunteered by the faculty and administrative staff members and graduate students in the departments involved. The Status of Women Officer hopes to continue activity in this area and to explore a number of options, for example program models that might include other academic institutions and draw on a wider support and resource base outside the University.

Campus Organizations

The University is home to a number and variety of groups which are concerned with women's issues. This concern might be global, as in the case of the Ad Hoc Committee on the Status of Women, or have a particular focus, like Women and the Law, or be only one of a wider spectrum of functions (an example is the University of Toronto Staff Association). Some groups have been in existence for a long time; others, such as the Women's Network, are relatively young but well-organized and imaginatively responsive to their members' interests.

Since its inception, the Office has

made a concerted effort to identify and keep in touch with these groups and help them to get to know one another. The Officer has met with many of the groups, and has taken part in events some have sponsored, ranging from Women's Awareness Month on the Scarborough Campus, to a SAC Leadership Conference, to orientation workshops for mature women students now organized by Woodsworth College. Although the Office's budget for such purposes is modest, it has been possible in a few cases to help an organization financially with a particular program or need. The Advisory Committee to the Status of Women Officer has played a valuable role in this process. The Office and Committee jointly held a "Women's Groups Conference Day" in April 1986 to provide a forum for groups from various constituencies and areas of staff and student interest. Participants were asked to submit a brief descriptive statement for circulation in advance, and representatives then spoke and responded to questions. Sixteen of the nineteen organizations that were invited attended, and the resulting mailing list and summary report of the presentations have been made available for many purposes, and especially for maintaining the contacts established. The Status of Women Officer has also had discussions, on the President's behalf, with members of the University of Toronto Women's Association concerning additional ways the Association might serve the University community. The building of relationships with parts of the campus that have different aims, agendas, and expectations of the Status of Women Office continues in the Officer's view to be one of the most challenging and stimulating aspects of her work.

Research and Analysis

An understanding and assessment at least of present conditions for women at the University of Toronto are essential before goals can be set and plans formulated to achieve them. One of the major functions of the Office is, therefore, to collect and analyse this information. While it is not the intent here to focus in detail, on statistics, some representative figures may be useful as background to remarks in this section and elsewhere in the report.

Women students now make up more than half of the total enrolment at the University of Toronto. At 52.8% overall, their participation reflects the demography of Canadian society; a breakdown reveals their increasing presence in undergraduate programs in the Arts and Science Colleges (56.6%), Education (71.7%), Music (56.7%), Pharmacy (67.9%), and Physical and Health Education (56.5%). Nursing and Rehabilitation Medicine remain almost entirely female at 97.4% and 92.1% respectively. Additionally, professional divisions where there have been relatively few women are enrolling greater numbers, notably Law and Medicine, where over one-third of the students are currently female. (Proportions in these faculties are higher on some other campuses.)

A majority (60.2%) of the student population pursuing degrees and diplomas on a part-time basis are women. Similar or greater representation is evident in the case of "bridging" opportunities such as Pre-University courses (61%) and the Transitional Year Program (70%).

(1) Lorna Marsden, Speech to a Conference of Ontario Universities' Status of Women Officers, May 1985.

These data focus thoughts on the relationship between gender and educational paths. The Status of Women Officer participated in the selection process for the TYP in the summer of 1985, and gained a greater appreciation of this remarkable program and the students for whom it is designed.

Women clearly remain a minority in some areas. For example, total undergraduate enrolment in Applied Science and Engineering is 14% female (a not insignificant advance, nevertheless, from 5.1% a decade ago and 0.8% in the mid-sixties). Nearly half of the students in the School of Graduate Studies (including Education) are women, the result of gradual, steady increases. However, there are fewer at the Ph.D. level and fewer still in the physical and applied sciences (10.94% in Division III). While noting that "the scale and rapidity of increase in the female higher education population is significant and universal" and that "certain prestigious university programmes, with clear professional relevance, have opened their doors substantially to women", a recent OECD study also terms educational advantage "a moving target" as particular courses and qualifications gain or lose worth: "At present, the subjects pursued by a high and rising proportion of women are those most at risk of devaluation, in both educational and labour market terms. Conversely, the subjects in which women are still few in number often have high employment value and less vulnerable academic standing." (2)

The numbers of women students, and the courses they select, raise different questions and considerations. What sort of climate or environment are universities - so often described as male-defined and male-dominated institutions - providing for this half of the student population? In preparing a presentation on women students for a conference, the Status of Women Officer looked into recent application and enrolment patterns in some professional programs. There was no evidence of bias or discrimination against women in the case of offers of admission; if there were few female candidates, other, earlier factors had been at work. What are the influences on course and career choice, and how might these promote or retard gender equality in education?

Teachers can obviously play an important role, particularly as role models. Attachment B shows the profile of the academic full-time staff by rank and gender. While women are being hired in greater numbers - roughly one in three new academic appointments since July 1986, for example, have been women - current low attrition and recruitment levels will seriously limit any kind of substantial change without some specific interventions. The opportunities afforded by the Faculty Renewal portion of the University Excellence Fund (of which more is said under "Advisory Committee" below) are therefore critically important.

Female faculty salaries remain another matter of concern. An investigation in 1974 led to adjustments in the case of 52 of the 271 full-time women faculty

involved; the average increase was \$1,535. After discussing with colleagues the feasibility of updating this study, the Status of Women Officer hopes that a new review will be carried out that will seek both to remedy any inequities that may be revealed and to identify the causes.

The profile of the administrative staff (Attachment C) indicates concentrations of women in certain categories and in the lower salary ranges, a pattern similar to that generally found in the workforce in the community at large. Again, some progress is being made. More women are in the higher salary grades, notably at the very senior levels, than was the case five years ago. Attachment C does not include Vice-Presidents and Assistant Vice-Presidents: of eleven positions, four are held by women, one of whom is a Vice-President. All of these appointments have been made since 1985. However, the shifts overall have been slight, and as with the academic staff there is obviously considerable room for improvement.

Only limited progress has been made to date in statistical research and related program development. The importance of having a plan and qualified staff resources was another reason to give a high priority to the Employment Equity Policy and the appointment of a full-time Employment Equity Co-ordinator, described in more detail in section 2.

However, not all research is quantitative or depends on sophisticated statistics. The Status of Women Officer is also concerned to identify any unintentionally discriminatory features in existing policies and procedures, and will continue this inventory together with the Employment Equity Co-ordinator.

Visitors

While the Status of Women Office routinely shares, when appropriate, the duties of receiving various visitors to the University, it was directly responsible in recent months for co-ordinating the campus visits of two scholars from overseas. Professor Elina Haavio-Mannila of the University of Helsinki, a sociologist of international repute whose research includes the social and political roles of women, came to Canada in March 1986 as the guest of the Canadian Friends of Finland. The Status of Women Office, in conjunction with the Department of Sociology and the Women's Studies Programme, invited her to the University of Toronto. With Professor Lorna Marsden, the Officer arranged a luncheon after which Professor Haavio-Mannila spoke to a group of students and faculty. In August 1986, Professor Silvia Albertazzi, who teaches Canadian Literature at the University of Bologna, received a Canadian government award for a brief research leave in Toronto. The Status of Women Office provided an orientation to the University (if such is possible in a short time), and put Professor Albertazzi in touch with specialists in her field.

Individual Cases

On perhaps a couple of dozen occasions over the past two years, the Status of Women Office has been approached for advice or help with specific problems, ranging from personal concerns to those involving incidents or forms of behaviour felt to be generally offensive or inappropriate in a university setting. Subjects included allegations of sexual

harassment (the majority), suspicions about a denial of promotion and a particular recruitment process, the status of Research Associates, maternity leave, children (and provision for "drop-in" child care) in the library, perceived discrimination, and sexist language and attitudes. Some of the cases arose from a misunderstanding and required only a few questions and answers, some were resolved by referral to the appropriate individual or department, some suggested a need for more clarity or flexibility in an existing policy or procedure, and some could merely be noted with an understanding sigh.

The Status of Women Officer recognizes that she will inevitably be asked to intervene in individual situations from time to time; however, her chief role should remain the promotion of conditions and an environment in which most of these problems might more effectively be dealt with or disappear entirely.

Advisory Committee

An "advisory body representative of the University community" was anticipated from the outset (Attachment A). The Advisory Committee to the Status of Women Officer was assembled in the spring of 1985, and has been a ready source of ideas, strength, and critical judgment. While it does not have a formal mandate or authority, the President suggested at its inaugural meeting that the Committee could play an important part in identifying and sorting out priorities in an attempt to ensure that the resources of the Status of Women Office are used to maximum effect in areas where efforts will be most productive.

The Status of Women Officer chairs the Advisory Committee and is involved in all of its activities. Members reflect a broad range of perspectives and experience (Attachment D), and are invited to participate as interested individuals rather than formally as agents or representatives of given organizations or constituencies; numbers and length of terms are flexible. As of August 1986 the Committee has met seventeen times. The meetings have not been without their differences, but they have been informed, balanced, and productive. They have also been fun.

Not surprisingly, the Advisory Committee began with a very long agenda: its first "Issues/Concerns" list, consisting of subject headings only, covered two pages. From this, the Committee sought to select topics or tasks which it determined most critical, and on which some action might reasonably be taken in the short term. Noting that two of the items at the top of the list - sexual harassment and child care - were at that time under consideration by other groups, the Committee turned its early attention to the Women's Centre, to security, and to problems associated with sexist attitudes and behaviour. The Advisory Committee's support for the Women's Centre proposal has already been mentioned.

Security is an extremely complex issue, compounded in an academic setting encompassing large numbers of people, buildings and services, irregular hours, and a tradition of relative freedom and independence of movement. While it is by no means exclusively a women's issue, it is one, as a member (male) of the Advisory Committee observed, to which the male mind is not as attuned or

responsive. The Committee met with the Assistant Vice-President, Facilities and Administrative Systems, and members of the Physical Plant Department and the University Police to learn more about the role of the campus force and to discuss ways in which the University community might work together on concerns the Committee had heard expressed. Anxiety about safety and security typically rises and ebbs with a personal experience or a highly-public incident. Although there seem to be relatively few serious problems at the University, there is also a perception widely shared that more could and should be done in the way of measures to heighten both awareness and a sense of security. The Status of Women Officer remains sensitive to these concerns, and welcomes suggestions for dealing with them.

With respect to sexist attitudes and behaviour, a striking example which came to the Advisory Committee's attention involved a performance by a female stripper during a regularly-scheduled lecture. While its persistent attempts to investigate this (surely) rare occurrence were not entirely successful, the Committee hopes that the questions it raised may encourage a somewhat more discerning attitude in future. The same kind of concerns surfaced in a symposium, "Murmurs of the Heart: Issues for Women in Medical Training", organized in February 1985 by the Support Group for Women in Medicine. (The centenary of the admission of women to the study and practice of medicine at the University of Toronto was also observed in 1984.) One of the workshops dealt specifically with sexism in the classroom and clinic, and recommended the adoption of a policy statement and procedures for dealing with behaviour which is "offensive and frightening in a clinical or academic setting."

Also judged paramount are policies and procedures relating to hiring and promotion, in both the academic and administrative areas. Late in 1985 the Ontario government announced a University Excellence Fund, with a Faculty Renewal component "established in recognition of the need for an infusion of new younger faculty . . . The introduction of new faculty should improve the percentage of women faculty while at the same time increase the opportunities for young Canadian scholars". (3) Without lessening the importance of concerns in the administrative staff area, these developments led the Advisory Committee to focus on academic recruitment, and particularly, in the first instance, on the search process and the encouragement and consideration of women candidates. It is heartening to note recent administrative initiatives in this regard by, for example, the Provost, the Dean of Arts and Science, and the Principal of Scarborough College. These are good initial steps, which it is important to monitor, refine, and encourage so that they can mutually support and enhance one another. The concern about the low representation of women in the faculty is valid and long-standing, for the numbers have changed little over the last several years as women's undergraduate and graduate enrolment has continued to climb. The Provost has invited

(2) Organisation for Economic Co-Operation and Development, *Girls and Women in Education: A Cross-National Study of Sex Inequalities in Upbringing and in Schools and Colleges*, Paris, 1986.

(3) Letter from the Minister of Colleges and Universities to the Chairman of the Ontario Council on University Affairs, October 25, 1985.

proposals from the Advisory Committee for her consideration in drafting new guidelines for search committees. With faculty retirements in the next decade expected to provide more opportunities and flexibility, the Committee looks forward to and is eager to assist in what it sees as an essential program of co-ordinated and sustained changes in policy and practice.

Sub-groups of the Advisory Committee are assigned specific projects. In 1986 the Ad Hoc Committee on the Status of Women released a report entitled "A Future for Women at the University of Toronto". The report, which was published as a supplement in the University of Toronto *Bulletin* on January 20, 1986, covered a wide range of topics relating to both students and staff, and contained forty-eight recommendations. It generated a good deal of interest and constructive discussion across the University, and the Advisory Committee, through a sub-group, undertook a review of the Ad Hoc Committee's report on behalf of President Connell.

Using the section in the Employment Equity Policy (Attachment E) which mentions "discriminatory language and sex-role or other stereotyping" as a starting point, another sub-group of the Committee has drafted a policy statement to which it will return as it works on ways to promote the use of gender- or bias-free language within the University community. Its range of interest extends from the language of *The University of Toronto Act* to that of "The Blue and White". The issues involved are not petty because the relationships among language, thought and attitude are undeniably close. Increasingly, there are good signs. The Committee is reassured by messages like this one from an Associate Professor of English: "... there are diehards who not only refuse to see the sexist assumptions in words such as 'mankind' and 'chairman', but also wish to trivialize any changes toward greater fairness and precision. As an English teacher committed to precise language usage, and as a humanist committed to eliminating sexism, I write to support and encourage the Advisory Committee's undertaking."

An events/liaison sub-group concentrates on the Committee's relations with other groups on campus, and on sponsoring or participating in events designed to be of interest to the University community and particularly its women members. Reference was made earlier to the Women's Groups Conference Day. The Committee hopes to sustain links of this nature and in addition to involve and attract others who may never have been directly associated with women's groups. It is important to note that this intent does not exclude men, whose interests as members of the University community will surely be advanced by the kinds of long-term changes being sought.

While the sub-groups have so far been issue- or task-oriented, the Status of Women Officer is also considering having a "student caucus" of the Committee which could get together at the convenience of student members, particularly those in programs with a heavy laboratory component or in professional faculties, who find it difficult to attend Committee meetings regularly during the day.

In recent months the Advisory Committee has begun to consider what role it might have in the University Renewal discussions initiated by President Connell. Also, in a rare move beyond essentially University-based issues, members recorded their support for the inclusion of sexual orientation as a prohibited ground for discrimination in the Ontario Human Rights Code.

2. Policy Development

"The university does not respond well to having human and institutional problems pointed out, not only because of the general human unwillingness to hear bad news, but also because 'the idea of the university' in the minds of many of the people in it is heavily idealized. The 'descent' into details of pay, maternity leave, child care and policy on sexual harassment involves a very large step down - not from the reality of universities - but from the ideal which many people continue to use as their image of the place in which they are working, teaching and learning."(4)

Employment Equity

Work begun in the Status of Women Office some months earlier led to the approval by Governing Council on March 20, 1986, of an Employment Equity Policy for the University (Attachment E). The new policy replaced a ten-year-old Equal Opportunity Policy; like its predecessor it applies to all staff members, but it is designed to reflect a strengthened resolve and encourage more active measures, with a focus in the first instance on women. "Employment equity" was introduced by Judge Rosalie Abella(5) as an alternative to the less-acceptable term - presumably because of its perceived associations with imposed quotas, timetables, etc. - "affirmative action". However, employment equity certainly includes the setting of goals, and ongoing, systematic data collection and review of policies and procedures as necessary steps in determining progress toward those goals. While it is important to note that the policy is unequivocal on the primacy of merit, special programs relating, for example, to recruitment, training, and advancement are clearly envisaged. Employment equity can therefore be thought of as both a means and an objective.

The process of developing the policy from early draft to final approval of necessity involved a succession of administrative units and consultative bodies. It was also completed in what truly might be described as record time, possibly because the policy is phrased in moderate and undramatic terms. The Status of Women Officer wishes to acknowledge the helpful suggestions and generally warm support from which the proposal benefited at each stage of its evolution.

The Employment Equity Policy is a good beginning. However, it is only that: its results are what matter. In this connection, the move to adopt such a policy was encouraged and enhanced

by the availability of provincial "employment equity incentive funding" for those Ontario universities that were prepared to express and carry forward a commitment to equal employment opportunities for women. The incentive program provided a grant in 1986 of up to \$20,000 toward the cost of appointing an employment equity co-ordinator, and an additional \$3,000 for a special project or projects associated with the development and implementation of an action plan. On the recommendation of the Status of Women Office, the University of Toronto applied for this funding and established the position of Employment Equity Co-ordinator. Mary Lynne McIntosh joined the University in this capacity in August 1986, with a dual reporting relationship to the then Director of Personnel and Labour Relations (now the Assistant Vice-President, Human Resources) and to the Status of Women Officer on women's issues, her initial priority. With the approval of a policy and the appointment of a co-ordinator the University has met two of the first requirements in the development of an employment equity plan: a senior level commitment reflected in an institutional policy statement, and the identification and assignment of staff resources for the task.

In the summer of 1986 the Federal Contractors Program was introduced. Under the terms of this initiative, any organization having one hundred or more employees and wishing to bid on a Government of Canada goods or services contract worth \$200,000 or more is required to have a "Certificate of Commitment to Implement Employment Equity" and undertake to improve the employment status of four designated groups - women, aboriginal peoples, visible minorities, and persons with disabilities. It was the advice of the Status of Women Officer and the Employment Equity Co-ordinator that the University complete the required Certificate of Commitment, which was signed by President Connell in September.

"If voluntary compliance worked, Moses would have come down from the mountain with the Ten Guidelines."(6) With the Employment Equity Act (1986) which applies to federally-regulated employers, and the Federal Contractors Program, Ottawa seems to be taking a more pro-active stance.

Student Awards

While the Employment Equity Policy has been its most significant and far-reaching initiative with respect to policy development, the Status of Women Office has been involved in other proposals for new or amended policies. Shortly after her appointment, the Officer was invited to be part of an informal group to review the University's policy on student awards. Changes, in both style and content, to the existing (since 1970) Omnibus Statute Respecting Awards were eventually approved. The most pertinent, in the present context, was the addition of the following: "the University may from time to time establish awards specifically intended to improve the participation of particular groups of

students . . ." This wording accords with the "special programs" referred to previously which are permitted in provincial and federal human rights legislation, and will open the door, under certain conditions, to awards and financial assistance for specific target groups. In other words, the University will henceforth be able, within a general "no discrimination" policy, to consider awards designed, for example, to attract and help women to enter and pursue academic programs in which they have traditionally been under-represented.

Sexual Harassment

Comparable success cannot yet be recorded in the case of a University policy on sexual harassment, which has been under intensive, troubled, and extremely protracted discussion. A paper entitled "Recommendations for a Sexual Harassment Grievance Procedure at the University of Toronto", the product of the U of T Sexual Harassment Coalition comprising a number of faculty, non-unionized and unionized staff and student organizations, was widely circulated on campus in March 1984. A Provostial Working Group on Sexual Harassment made up of representatives of the campus-wide faculty, staff, and student associations was set up the following December; in the process of recommending a policy for the University, it was asked, among other things, to "take into account . . . the preliminary work already done by the Sexual Harassment Coalition (and) the comments and suggestions received regarding the Coalition's report." The Working Group's proposals were submitted in July 1985, and have since been the subject of further detailed consideration and consultations under the direction of the Provost's Office.

The Status of Women Officer was a member of the Provostial Working Group, and has also taken an active part in the administrative review of the responses from individuals and organizations on campus to the Working Group's recommendations. Two of the issues that remain unsettled as this report is being written are how sexual harassment is defined, and the length of time within which a complaint may be filed. It is widely recognized that sexual harassment involves power and privilege, and their abuse. It can be an extremely complex and sensitive, and potentially distressing and destructive matter, and is one to which the University community appears particularly vulnerable. It is therefore imperative that the required leadership and responsibility are exercised to ensure that appropriate measures are put in place as soon as possible.

Child Care

Child care has been described as "the ramp that provides equal access to the workforce for mothers."(7) There is no question that traditional roles in the rearing of children and the running of a home continue to be critical factors in women's preparation for and choices in employment and career progression. Statements such as these have major implications for a society that is interested in equality of opportunity. Nevertheless, even the growing number of those who recognize that child care must be a community as well as an individual concern cannot always agree on how best to translate this recognition into public policy.

(4) Chaviva Hosek, "A new challenge for women in higher education", *CAUT Bulletin*, November 1986.

(5) Rosalie Silberman Abella, *Equality in Employment*, A Royal Commission Report, Ottawa: Ministry of Supply and Services, Canada 1984.

(6) William McEwen, as Chair of the Resources and Equal Opportunity Committee of the U.S. National Association of Manufacturers, quoted by Michele Landsberg in *The Globe and Mail*.

In 1972 the University of Toronto adopted a policy on day care and subsequently assisted in opening two centres on the St. George Campus, the Margaret Fletcher Day Care Centre and the Campus Community Co-operative Day Care Centre. The University has different relationships and practical arrangements with each. Early in 1985 the Vice-President, Business Affairs (who had been assigned responsibility for day care in 1984), appointed a committee to review and advise him on the present day care policy, with special reference to the University's general responsibilities (in terms, for example, of access and support) with respect to the existing facilities. The Status of Women Officer served on this Advisory Committee on Day Care, which reported in May 1986. The Vice-President, Business Affairs has circulated the report to the two centres and to faculty, staff and student associations for comment prior to preparing recommendations for change in the 1972 policy to the Committee on Campus and Community Affairs.

The report of the Advisory Committee on Day Care probably contains few surprises. The key elements in any discussion of child care - quality, accessibility, and affordability - add up to high costs, whether on a campus or elsewhere. In addition, the relationship referred to earlier between common interest and shared responsibility raises questions as difficult for universities as for other sectors of society. However, there is now growing evidence of potential benefits to employers as well as to users, and there may be options on a campus that are not always available in other settings. Moreover, the University's commitment to educational and employment opportunity surely obliges it to seek creative and sensitive ways of recognizing child care needs as it has those in other staff and student service areas.

It should not be necessary to point out that these are by no means solely "women's issues", but will in many cases be of concern and benefit to men students and staff as well.

Other Action

With respect to policy development more generally, the Status of Women Officer was invited to join the Performance Management Working Group and the Senior Administrators' Personnel Advisory Group (SAPAG). The former is a project group which has been engaged in examining the present administrative staff performance review and merit salary systems, seeking divisional and constituency views on various proposals, and helping to assess the strengths, weaknesses, and potential impact of new approaches. The Group is finalizing its recommendations on a revised performance assessment program. SAPAG is a standing committee which advises the Assistant Vice-President, Human Resources on policies and programs during the early planning stages.

As a final note in this section, two other policies might be mentioned. These were well along as proposals before the Status of Women Office was

formed, and proceeded without its active assistance; however, both are very relevant to the Office's interests and were adopted during the period covered by this report. The Child Care Part-time Appointment Policy enables certain categories of non-unionized administrative staff to request a move to part-time for a period in which more time is desired for child care responsibilities. The per cent time and duration of the appointment are mutually agreed between the staff member and the department head, and individuals who opt for these arrangements are guaranteed a return to their regular full-time positions following their Child Care Part-time Appointment. The policy became effective in July 1984 for a two-year trial. The Status of Women Officer was involved in the decision to establish these provisions on a continuing basis, and the feasibility of extending them to more senior staff is being explored.

In January 1985 the Council of the School of Graduate Studies approved a policy which allows graduate degree students maternity leave of up to three terms. During this time the students are not required to pay fees, and are not eligible to receive or defer University of Toronto fellowships. (In the case of other support, the regulations of the particular granting agency apply.) They may request that the terminal date for the completion of the degree program be extended - effectively stopping an otherwise fairly inflexible clock - by the length of the leave taken. Although various informal accommodations were possible in the past, this policy ensures consideration on an automatic, uniform basis. To date some thirty-five to forty students have opted for the new arrangements.

3. Off-campus Activities

"To advise Council on policies and strategies for ensuring equity for women in Ontario universities which might serve as a basis either for concerted action or as models for consideration by member institutions . . ." (8)

Together with its primary interest in the issues and environment at the University of Toronto, the Status of Women Office has been alert to the wider provincial scene, notably through association with those with similar or related responsibilities at other universities, and through the Council of Ontario Universities' Committee on the Status of Women.

A one-day meeting of Status of Women Officers (or, as was more likely the case, appropriate representatives) from Ontario universities was convened in 1984 by York University's Advisor to the President on the Status of Women. This event turned out to be the precursor of two conferences, one at The University of Western Ontario the following year and another at York in 1986. The Status of Women Officer has served on the conference planning committee and contributed to the program on each occasion. Given that formal attention to these matters is relatively recent on many campuses, opportunities for those involved to get to know one another and exchange ideas and information are among the first benefits of this kind of network.

The Status of Women Officer is also a member of the COU Committee on the Status of Women. Struck in the fall of 1985 - in part as a result of President Connell's raising some of the issues in question - the Committee has representatives drawn from nine institutions across the province and appointed for a two-year period. Its terms of reference cover women faculty, administrative/support staff, and students, and include collecting and analysing information and functioning as a focal point for discussion by the universities on the status of women.

Among the Committee's activities during its first year:

- urging the COU, in view of the Ministry of Colleges and Universities' prior expression of a hope to improve the percentage of women faculty, to add a specific reference to women to its brief to the Ontario Council on University Affairs on the allocation of the University Excellence Fund in 1986-87;
- designing specific projects in each of the faculty, administrative staff, and student areas;
- preparing a brief in response to the Government of Ontario's Green Paper on Pay Equity for submission to the Public Consultation Panel;
- directing the production of an employment equity manual intended particularly for use in Ontario universities.

The Status of Women Officer has worked on an administrative staff project and the pay equity drafting group, and is presently part of the small steering committee for the employment equity manual.

The COU Committee has a crowded agenda and its members are busy, determined to take full advantage of what may be a unique position to effect change.

The Status of Women Officer has attended several conferences, symposia, workshops, etc. - regrettably none with a more exotic locale than downtown Toronto - organized in the main by federal, provincial, or municipal authorities around such topics as employment equity, human rights, women and technology, equal pay for work of equal value, and child care. She was invited in 1985 to meet with the President's Advisory Committee on Equal Rights for Women and Men at the University of Guelph. The Officer has been associated with the Employment Equity Resource Network, a group of public and private sector employers which the Ontario Women's Directorate brings together on an occasional basis, and she attempts to stay in touch with a range of groups concerned with women's interests, such as the Canadian Congress for Learning Opportunities for Women, National Action Committee on the Status of Women, Legal Education and Action Fund, etc.

Conclusion

"Today we can take chances, comforted by the knowledge that others will support us." (9)

I shall move to the first person briefly in closing. The fact that the position of Status of Women Officer was new

to the University and that I had a fair measure of freedom in setting my agenda was both exhilarating and sobering. But I have seldom felt alone. Many people have helped me in many ways: by raising matters that required attention, by not hesitating to let me know when they believed that my priorities could be adjusted or my judgment improved, and above all by offering encouragement and support.

If I were to attempt to acknowledge all of those on- and off-campus to whom I am deeply indebted, this report would be even longer than it already is. However - hoping that other colleagues and friends will know how important they have been and will forgive me - I would like to mention a few. The first is Sandra Grant. As the other half of the Status of Women Office and similarly a novice, Sandy has fully shared its efforts and adventures over the past two years with sound judgment, a lively spirit, and an increasing commitment. The contribution of my Advisory Committee, past and present, has I believe been amply illustrated. Its members have given generously of their time, energies, and insights, and I am grateful to them. Eleanor DeWolf, Assistant Vice-President, Human Resources, has been extremely helpful to me from her arrival on campus within months of my own appointment. Her suggestions as to what will, and will not, work to accomplish a given objective in the vital area of human resources have been invaluable, particularly as we were developing the Employment Equity Policy, and I look forward to her continued guidance in such important matters as pay equity. Finally, I thank George Connell for nurturing, and treating seriously and sympathetically as essentially a full-time function, the new and untried Status of Women Office which he inherited. In my mini-report to the President in June 1985 I noted that his active interest and unwavering support have been key from the outset, encouraging me in my position and enhancing the position itself. I have enjoyed and benefited greatly from his leadership.

Dr. Rose Sheinin has written that "Cultural modification moves at a glacial speed, and to effect any rapid change requires affirmative action with appropriate positive and negative reinforcement." (10) My appointment has been a challenge for me personally, but the mandate has to be a challenge for the University. Our goals are not vested in peripheral, discrete actions: they assume and require institution-wide commitment, attention, and strategy. Some good things have happened. We can note and enjoy them but certainly not complacently, for they have really only begun to set the stage. The performance is up to each one of us, and we cannot delay.

Lois Reimer
Status of Women Officer
Office of the President
January 1987

(10) Rose Sheinin, "Women in Science . . . and Why Not/Nought?" Proceedings of a Workshop on the Science Education of Women in Canada, Science Council of Canada, 1981.

(7) Rosalie Silberman Abella, *Equality in Employment*, A Royal Commission Report, Ottawa: Ministry of Supply and Services, Canada 1984.

(8) Excerpt from the Terms of Reference for the Council of Ontario Universities' Committee on the Status of Women in Ontario Universities, June 1985.

(9) Anne Rochon Ford, *A Path Not Strewn With Roses*, Women's Centenary Committee, University of Toronto, 1985.

June 11, 1984

Memorandum to:
Mrs. Mary Kent, Chairman
Committee on Campus and Community Affairs

From: David W. Strangway

Re: *Status of Women*

In recent months I have reported to Governing Council that I have been looking at several aspects of what might be described as human rights, including women's issues at the University. I would now like to comment more specifically on the action I shall be taking with respect to one of those aspects.

I am establishing a Status of Women Office which will be connected directly with my own, and appointing a Status of Women Officer who will report and be advisory to me.

While her terms of reference may be further refined in the course of the fairly wide consultations I see as her first responsibility, the Status of Women Officer's task basically shall be:

- To advise the President on issues and concerns relating to the status of women at the University of Toronto;
- To act, when requested or approached, as a focal point in matters affecting women on the campus and, as appropriate, to recommend action to the President or to other University officers;
- To initiate, encourage, and assist research into the status of women at the University of Toronto;
- To organize and sponsor events relating to women at the University of Toronto;
- To develop a file of relevant resource material;
- To provide liaison with the external community and be spokesperson for the University on matters respecting the above.

The Status of Women Officer will be expected to seek advice, information, and assistance at her discretion; this consultative process to which reference is made earlier is expected to include the formation of an advisory body representative of the University community.

The resources I am able to direct to this initiative are necessarily modest, given the University's circumstances. I plan a part-time senior level appointment with appropriate administrative support. However, my interest in the issues involved and my concern that they be effectively addressed reflect my personal commitment and resolve; my assumption therefore is that the Office will be a continuing one, subject only to periodic review and assessment.

I am continuing my study of other human rights areas, and will keep Council and the University community informed of developments as these take shape.

D.W. Strangway
President

ATTACHMENT B

Profile of Sex Ratio by Rank
Academic Full-time Staff
(Including Medicine & Dentistry
Excluding the Federated Colleges)

	# of Women	Total	Women as % of Total
Professor			
Tenure/Tenure Stream	64	903	7.09%
Non-Tenure	4	89	4.49%
Associate Professor			
Tenure/Tenure Stream	124	593	20.91%
Non-Tenure	19	121	15.70%
Assistant Professor			
Tenure/Tenure Stream	33	128	25.78%
Non-Tenure	60	195	30.77%
Other Ranks	142	288	49.31%
Total University			
Tenure/Tenure Stream	221	1624	13.61%
Non-Tenure	225	693	32.47%

Source: Age/Salary Report, October 1986

Human Resources Department
SS/Salary Administration

ATTACHMENT C

Profile of Sex Ratio by Salary Grade/Range
Non-Unionized Administrative Full-time Staff
Salary Data Effective July 1, 1986

I.	Salary Grade/Range	# of Women	Total	Women as % of Total
	02N \$13,770 - 18,630	36	45	80.00%
	03N 15,090 - 20,410	114	145	78.62
	04N 16,570 - 22,410	412	467	88.22
	05N 18,160 - 24,580	367	420	87.38
	01B 19,200 - 25,980	1	13	7.69
	06N 20,230 - 27,370	540	664	81.33
	02B 21,250 - 28,750	10	22	45.45
	07N 22,340 - 30,220	202	329	61.40
	03B 23,620 - 31,960	33	93	35.48
	08N 24,800 - 33,560	27	118	22.88
	04B 26,200 - 35,440	165	242	68.18
	09N 27,500 - 37,200	63	158	39.87
	05B 29,050 - 39,310	14	31	45.16
	10N 30,560 - 41,340	24	96	25.00
	06B 32,210 - 43,590	69	127	54.33
	11N 33,910 - 45,870	3	47	6.38
	07B 35,780 - 48,400	39	69	56.52
	12N 37,660 - 50,960	2	48	4.17
	08B 39,800 - 53,840	14	59	23.73
	Sub-Total	2135	3193	66.87%
	01S-06S \$40,460 - 92,530	25	128	19.53%
	Total	2160	3321	65.04%
II.	Salary Level			
	\$40,000 - 45,000	65	176	36.93%
	45,000 - 50,000	29	91	31.87
	50,000 - 55,000	15	59	25.42
	55,000 - 60,000	7	26	26.92
	60,000+	4	46	8.70
	Total	120	398	30.15%

Notes

1. Women represent 19.5% of the senior administrative group as defined by classification level (Table I), and 30% of the senior group as defined by salary in excess of \$40,000 per year (Table II).
2. All staff members shown in Table II are also included in the total staff in Table I.
3. The data do not include Assistant Vice-Presidents and above. (As of January 1, 1987, three of seven Assistant Vice-Presidents, and one of four Vice-Presidents, were women.)
4. Salary grades 02N, 03N, 04N, 05N, 06N and 04B include the following occupations: administrative assistant, clerk, clerk-typist, laboratory assistant, laboratory technician, secretary.

Information in the Tables provided by
Human Resources Department
October, 1986

Advisory Committee to the Status of Women Officer Members, 1985 and 1986

(A) - Administrative Staff
(L) - Librarian
(S) - Student
(T) - Teaching Staff

April-Oct. 1985 Jan.-August 1986

Dr. Kay Armatage	(T)	—	x
Dr. Niall Byrne	(T)	x	x
Ms. Carla Cesaroni	(S)	x	Jan.
Ms. Flora Clark	(A)	x	—
Ms. Alex Dagg	(S)	x	—
Ms. Carole Farr	(A)	—	x
Const. Suzanne Gilbert	(A)	—	x
Prof. Joan Grusec	(T)	x	x
Ms. Angelo Ho	(S)	—	x
Ms. Bonnie Horne	(L)	—	x
Ms. Shalini Kapoor	(S)	x	—
Ms. Louise Love	(S)	x	x
Ms. Dallas Lowe	(L)	x	—
Ms. Ashley Newman	(S)	x	—
Dr. Mary Nyquist	(T)	x	—
Ms. Elizabeth Patterson	(A)	x	x
Ms. Chantal Perrot	(S)	x	—
Ms. Darlene Robinson	(S)	—	x
Ms. Barbara Tuer	(S)	—	x
Prof. Rosamund Vanderburgh	(T)	x	x
Mr. Alex Waugh	(A)	x	x
Ms. Nanci Wintrob	(A)	—	x

Employment Equity Policy

1. Introduction

Employment equity can be defined as employment practices designed to eliminate discriminatory barriers that interfere unreasonably with employment options, and to provide access to the fullest opportunity to exercise individual potential.

The University will not under any circumstances permit employment practices and procedures in contravention of the *Ontario Human Rights Code, 1981*, which prohibits discrimination in employment on the grounds of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, handicap, age, family status, marital status, or record of offences. In addition, as a matter of University policy, discrimination on the basis of sexual orientation is also prohibited. The University's Personnel and Labour Relations Department can provide clarification concerning the application of the legislation and policy in any particular circumstances.

The University reaffirms its commitment to equal opportunity in employment in that all present and potential staff members shall receive equitable treatment and consideration. For present staff members this includes access to preparation and opportunities for transfer, promotion, and advancement within the University. This commitment is consistent with good management practice for long-term planning, effective use of human resource potential, and the recognition of individual merit and achievement.

2. Objectives

The objectives of the Employment Equity Policy are:

- To regard individual merit as the prime criterion for the treatment of present staff members and the employment of prospective staff;
- To ensure that all staff members are encouraged to develop their abilities and aspirations without being subject to discrimination, and without barriers which may result however unintentionally from policies, behaviour, or attitudes;
- To achieve a more heterogeneous distribution and balance (with respect, for example, to gender and minority groups) in staff complement across ranks or job levels, and employment categories.

3. Implementation

a) The University will take the following steps to act on its commitment and concern:

- Communicate this Policy, and programmes and procedures that will be developed under it, to all University staff members, including supervisors who will be responsible for its implementation;
- Foster and endorse behaviour that advances employment equity;
- Examine and alter as necessary any policies and practices that have the result of unreasonably preventing or limiting the provision of equality in employment in hiring, promotion, remuneration, training or working conditions;
- Recognize, in addition to educational qualifications, other forms of training and skills gained through experience and a record of accomplishment in other endeavours;
- Monitor University documents and other official communications to ensure that they are free of discriminatory language, and sex-role or other stereotyping.

b) While remaining alert and sensitive to the issue of employment equity for all, the University has an immediate and special concern with the role and experience of female staff. Without diluting its commitment to individual merit as the prime criterion, the University will undertake a number of positive initiatives in the short-term to enhance and diversify the participation of women.

These will include:

- identifying and analyzing employment categories and organizational units in which women are significantly over- or under-represented;
- improving development opportunities to assist qualifiable women to compete on equitable terms for available positions;
- seeking out well-qualified women to enlarge the pool of potential candidates for recruitment and promotion into employment levels and categories in which females are currently under-represented.

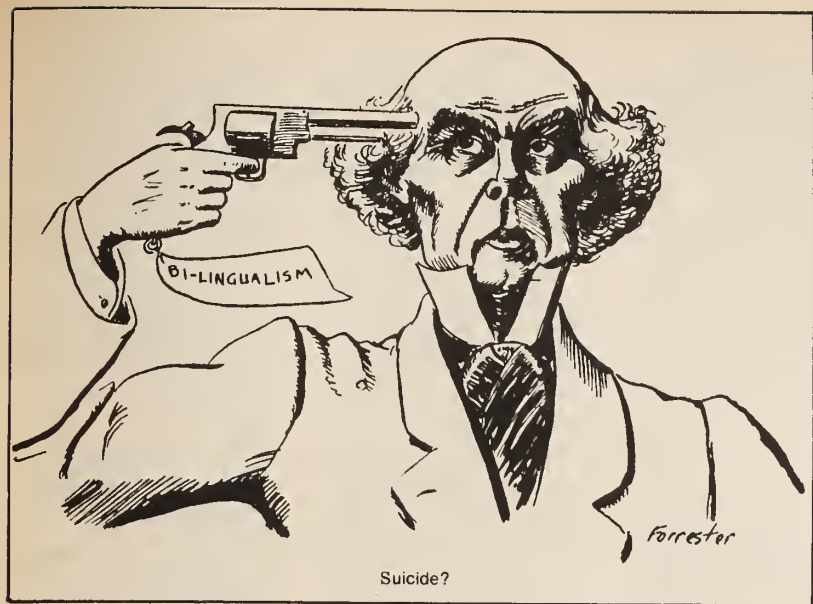
c) The results of initiatives undertaken pursuant to a) and b) above will be documented and reported on a regular basis to measure progress toward approved goals and objectives consistent with the spirit of this Policy.

Joan E. Foley
Vice-President and Provost

Alexander C. Pathy
Vice-President — Business Affairs

Lois Reimer
Status of Women Officer





Forrester/Calgary / Eye Opener/27 May 1916

Newspaper cartoons from the period are used to illustrate "Canada 1900-45", a new book by Robert Bothwell, Ian Drummond and John English. National disunity has haunted many prime ministers, including Wilfrid Laurier, left. As attempts to bolster the British Empire failed, Canadians developed a new sense of national independence. Mackenzie King personified stability in an age of rapid technological and cultural change. Laurier and King helped make the Liberal Party the dominant force in national political life.

government and a managed economy — these things are pre-war in their origins. And what's truly important is the formation of the people who implemented them. They were thinking of their formation in the First World War, the cultural liberation of the 1920s, and the economic chaos of the 1930s. What we have by 1945 (which is why it's a good point to make the division between the two books) is an agenda waiting to be born." An agenda, Drummond adds, not without irony, that still has its adherents. "If you read the outflowings of the Catholic bishops in the 1970s and early 80s, it's the agenda of 1945 in many respects. That the world has changed, they have not noticed. Time moves slowly in theological circles."

Nor can post-war culture be understood without its antecedents. Drummond: "To understand why Canadians lived the way they did, and wanted what they wanted in the post-war period, you have to seek out what had been done and not done in the 20s and 30s. Why, for example, did they swallow television whole so quickly? Because it was not at first very different from the diet they'd been getting from radio and the movies."

If the books are correctives to certain imputed misconceptions concerning Canadian politics and culture, they are also attempts to put social history in its proper perspective. Practitioners of the genre have expended a lot of energy elaborating the small and the obvious, the authors contend. "There are a lot of people doing a great deal of work on relatively small things," says English. "Too many detailed monographs, no ability to put the whole thing together. You can't stand back from it and, as a result, history is in danger of becoming like classics."

"We aren't sure it is yet possible to tell the story of Canadian society," Drummond says. "It's more important that the general public and undergraduate students understand the politics, economics and some elements of cultural change than that they be immersed in a social-historical soup. We've seen horrible examples in the recent literature of this kind of thing: the woman who is in the process of discovering — *good heavens* — that farm women worked terribly hard, and they made a contribution. Well, anybody who's ever read a 19th century novel knows that. And this woman has written a book about it! In our view that is a misallocation of her undoubted talents. But even if we didn't take that view, we would have to say that the volume of literature from which you could work up a synthesis does not yet exist."

The authors' reassertion of the value of political history and their scepticism regarding the new social history, which tends to emphasize regional differences, may also stem from their avowed centralism. "We want to remind people that Canada is not an assemblage of bits and

pieces," says Drummond. "There are common elements and a national government with very important roles to play. The media nowadays almost never says it. Many academics seem to have a vested interest in unsaying it. We think it's worth saying."

The Canadian record belies contemporary regional biases, the authors believe. Drummond cites the period before the Second World War, when talented people from all parts of the country considered national institutions their natural destinations. Bothwell points out that the Quebec referendum of 1980 reaffirmed the primacy of the national affiliations in that province. "It is arguably true that most Quebecois think of themselves as importantly Canadian," he says. "It will be a very dangerous trend if the provinces continue to assert their sovereign jurisdiction. We'll be worse off because there will be 10 smaller units as opposed to one larger one, and we're already small enough." Provincial demands for more federal money are "self-destructive", based on the "foolish delusion" of inexhaustible resources. Decentralization could lead to our absorption by a larger entity that will take advantage of the "10 little entities".

Market sought

The plans for a general interest history that led to *Canada 1900-45* and *Canada since 1945* were hatched in 1976 by Virgil Duff, then an editor with Macmillan of Canada, now with the Press. Duff realized that the available histories were becoming dated, and sensed the opportunity to fill the growing gap in the market. "In 1976," Bothwell recalls, "most of the single-volume books of Canadian history dated from the period 1945-50." In addition, the more specialized studies of Canadian themes had failed to find a large readership. English: "Virgil Duff was trying to make the case that you could make money dealing with Canadian history. He's still trying to make the case, and that's a strong reason for our type of work."

When Bothwell agreed to undertake the project, he contacted Drummond, a friend of 15 years, who was then visiting professor of Canadian studies at the University of Edinburgh. "Bothwell wrote me suggesting the book. I answered to say I'd do the economic part and he could do the rest." But the response went missing and, in its apparent absence, Bothwell approached English, a friend from his graduate student days at Harvard. When Bothwell and Drummond re-established contact, the former again expressed interest and the authorial troika was born.

Bothwell completed the final chapter of *Canada since 1945* the day after the Quebec referendum, in May 1980. "But just at that time, during the summer, Macmillan's was sold, and that accounts

for a delay of about six months in publication." Duff had already moved to U of T Press and arrangements were made to buy the rights to the book from Macmillan's successor company.

The writing process involved the authors in continuous consultations. Each produced an outline of his contributions; these were discussed and amended. As drafts of the sections were completed, they were further discussed and refined. The work went smoothly, but collaboration led to several oddities requiring correction. "We found we had forgotten to put one election into our outline and almost forgot to put it in the book," Drummond recalls.

"Some strange things can happen," adds Bothwell. "In a middle version of *Canada 1900-45* somehow or other we edited out the Group of Seven and didn't put them back." But the omission was corrected and the group restored to its proper place in Canadian cultural history.

A 10-year collaboration produces occasional tensions, but the three authors appear to be more amused than vexed by the editorial parry and thrust such a project entails. Bothwell: "We had strong instructions at one point to cut severely, and that always involves a lot of rethinking, a lot of anxious phoning back and forth to see what we cut today."

"And each cutting the others' work," Drummond wryly notes, "because of the

fear he won't be able to cut his own. 'No, you can't have all that stuff on the Rowell-Sirois report, Bothwell!'"

"He cut my Rowell-Sirois stuff, so I took revenge and cut some of his!"

Stylistic consistency came with apparent ease. "I think we all write in much the same way," Drummond says. "We started with certain common assumptions; that we were not going to be round-about and elaborate for the sake of elaboration, or profound for the sake of profundity. That gave rise to comparative simplicity of sentence structure and words that are interesting rather than boring."

With *Canada 1900-45* about to appear, the troika has begun work on a second edition of the post-1945 volume in an effort to bring it up to date. "If we get the timing right," Drummond says, tongue in cheek, "we might find a neat termination, namely, the departure of Brian Mulroney."

Bothwell is amused, but wary. "When we were in the middle of our post-45 book, the government of Pierre Trudeau was defeated and if you look carefully you'll still find traces of our assumption that Trudeau was gone." But Trudeau returned to replace Joe Clark. Will Clark return to replace Mulroney? History has its twists. "But that," Drummond says, "is just part of the difficulty of writing close to the present."



LaPalme, 1938

"LaPalme" — 1930-1950

WILLIAM LYON MACKENZIE KING

RESEARCH NEWS

For further information and application forms for any of the following agencies, please contact ORA at 978-2163.

American Foundation for AIDS Research

AmFAR invites interested investigators to submit a letter of intent for grant awards in biomedical, humanistic and social sciences research relevant to AIDS. There is no citizenship requirement; however, submission for support outside the United States must show either that an unusual opportunity for research exists or that the research project is unique in concept.

To be eligible to receive an application form, the following is required: a brief letter of intent, an abstract of the proposed project, a short curriculum vitae of the principal investigator, AmFAR Topic Assignment Sheet.

All submissions must bear the signature of the official authorized to sign for the applicant institution. Deadline is 5 p.m. Pacific Coast Time, *March 17*.

Further details and a copy of the Topic Assignment Sheet may be obtained from ORA.

Louis & Artur Lucian Award for Research in Circulatory Diseases

Nomination forms for the seventh annual award are now available at ORA. The award is designed to honour outstanding research in the field of diseases of the circulation and provides financial support of the investigators and their families during a period spent at McGill University as a

visiting scientist. Laboratory facilities are assured and additional funds for laboratory expenses may be provided.

Interested investigators are advised that the deadline for 1987 nominations has been **changed to May 1**.

Medical Research Council

At its meeting in November 1986, MRC made a number of important changes to programs.

A **moratorium** has been placed on the following: travel grants, visiting professorships, subject research development grants, research associates, all biotechnology programs, workshops and symposia, visiting scientists (the France-Canada scientific exchange programs remain open).

Applications already received by MRC for these programs will be assessed. No other applications will be accepted until further notice.

Changes in Grants and Scholarships

Deadline for receipt of new operating grant, maintenance, equipment, development grant, and scholarship applications has been **changed from Aug. 1 to September 15**.

This will be the only competition for new grants in 1987-88. A **moratorium** has been placed on the February 1988 competition.

University/Industry Grants. Four new programs are now offered for collaboration

between Canadian companies and researchers with a view to improving the quality of health care in Canada.

(1) University/industry collaborative research program: to help industry collaborate with university-based researchers to solve specific research problems. Application may be made for the salary of the principal investigator(s), operating funds and the cost of equipment.

(2) Industrial fellowships: to create the opportunity for an individual with an advanced degree to train in an industrial setting for up to three years.

(3) University/industry visiting program: to provide up to 24 months as a visiting scientist in a laboratory to retrain or acquire new techniques essential to transfer technology.

(4) Workshops: to communicate and solve common problems.

In addition, letters of intent outlining a proposal for modifying one or more of the traditional programs may be submitted to MRC.

Further information on these programs may be obtained from the MRC University/Industry Grants & Awards Guide, 1987-88. ORA will be receiving a supply of these shortly for those investigators who did not receive a copy directly from MRC and who are interested in submitting a collaborative application. There is no deadline, and submissions may be made at any time. The usual agency/University signature regulations apply.

University of Calgary Scholar in Residence

Applications and nominations are invited to select an individual to hold the position of Scholar in Residence 1987-88 in the Faculty of General Studies. The appointment will begin no earlier than July 1, 1987.

The competition is open to Canadian scholars, or landed immigrants, who have received their last degree (preferably the PhD) no more than five years prior to the date of the application.

There are no disciplinary restrictions but preference will be given to scholars who are pursuing interdisciplinary research that would be difficult to carry out within the confines of discipline-oriented departments.

Letters of application should be accompanied by a curriculum vitae, names of three referees and a brief description of the proposed research topic.

Further details may be obtained from ORA. Deadline for receipt of applications is *March 31*.

National Institutes of Health

MRC is responsible for the initial screening of candidates for the international research fellowships program offered by NIH. The award supports full-time research training in the health sciences and is tenable at any recognized public or private nonprofit institution within the US, including US government research laboratories. Nominees for the award must be Canadian citizens or permanent residents of Canada and must, upon completion of the training, have a commitment of a position from an institution in Canada.

Applications are submitted to the Medical Research Council on form MRC 18 and must reach the council by *April 1*. Further information and application forms may be obtained from ORA.

Upcoming Deadline Dates

American Council of Learned Societies — travel grants, for American citizens or permanent residents only, to international meetings (July-Oct.): *March 1*.

American Foundation for AIDS Research — letter of intent: *March 17*.

Atkinson Charitable Foundation — investigators in the Faculty of Medicine, deadline at the faculty research office, *March 16*; investigators outside the Faculty of Medicine, deadline at ORA, *April 20*.

Banting Research Foundation — research grants: *March 1*.

Max Bell Foundation — research projects: *any time*.

Canadian Foundation for Ileitis & Colitis — research grants: *March 1*.

Canadian Psychiatric Research Foundation — research grants and personal development: *February 27*.

Fight for Sight Inc. — personnel awards, grants-in-aid: *March 1*.

Juvenile Diabetes Foundation (US) — research grants: *March 1*.

Laidlaw Foundation — scholar program: *May 31*.

Charles A. Lindbergh Fund — grants (various disciplines): *March 1*.

Louis & Artur Lucian Award — visiting professorship (nominations): *May 15*. (Please note **change**.)

Medical Research Council — university-industry programs: *any time*.

Ministry of Colleges & Universities — university research incentive fund: *February 28*.

National Institutes of Health (US) — competing continuation and supplemental research grants: *March 1*;

international research fellowships (administered by MRC): *April 1*.

National Retinitis Pigmentosa Foundation (Canada) — research grants: *March 15*.

Natural Sciences & Engineering Research Coun-

cil — bilateral exchange program, international collaborative research grants, international scientific exchange awards: *March 1*; undergraduate research award applications due at ORA *March 13*.

Physicians' Services Inc. Foundation — research grants: *March 23*.

G. Allan Roeher Institute — bursaries: *March 30*; research projects: *April 30*.

Social Sciences & Humanities Research Council, Research Communications Division — aid to occasional scholarly conferences in Canada (July-Oct.): *March 30*; Strategic Grants Division — Canadian studies (research tools), education and work in a changing society (seed money, research workshops, research grants), family and socialization of children (seed money, research workshops, research grants), human context of science and technology (seed money, research workshops), managing the organization in Canada (seed money, research workshops, research grants, research initiatives), population aging (research workshops, research grants, reorientation grants, institutional grants, research initiatives, research tools and facilities), women and work (seed money, research workshops, research grants): *April 1*. (Please note **new** application forms and guidebooks for all SSHRC strategic grants programs are now available at ORA.)

Tsumura Juntendo, Inc. — research grants: *April 1*. (Please note **change**.)

U of T, Connaught senior fellowships: *May 15*. (Please note **change**.)

Whitehall Foundation Inc. (US) — research grants, grants-in-aid: *March 1*.

Damon Runyon-Walter Winchell Cancer Fund — fellowships: *March 15*.



UTFA PRESIDENT

The constitution of the University of Toronto Faculty Association requires candidates for President to be nominated by members of the UTFA Council. Members of the Association, however, are invited to suggest names to Council members.

Nomination forms are available in the UTFA office at 455 Spadina Avenue, Suite 302. The nomination form requires the signature of two members of the UTFA Council and must be returned to the office by March 13, 1987. The election will be conducted by a mailed ballot of the membership in the following two weeks.

1986-87 COUNCIL

M. Anderson, *Library & Information Science*
D. Baillie, *Retired Members*
M. Berridge, *Physical & Health Ed./Athletics & Recreation*
P. Boulton, *Electrical Engineering/Biomedical Engineering*
W. Bourke, *Social Work*
P. Brückmann, *Trinity*
R. Brym, *Sociology/Criminology*
F. Buckingham, *Forestry*
N. Choudhry, *Economics*
D. Cormack, *Chemical Engineering/Metallurgical Eng.*
A. Crawford, *Civil Engineering/Geological Eng.*
H. de Groot, *English/French/Medieval Studies/Drama/Comp. Lit.*
G. Englar, *Landscape Architecture/Architecture*
J. Estes, *Victoria*
M. Finlayson, *History-University College*
P. Fitting, *New/Innis/TYP/Woodsworth*
L. Ferguson, *Philosophy/IHPST/Religious Studies*
B. Fried, *Behavioural Sci./NCI/Health Admin./Prev. Med. & Biostats.*
D. Garth, *Education*
L. Gerson, *St. Michael's College*
V. Gilbert, *Education*
J. Gittins, *Botany/Geology*
R. Gold, *Med. Genetics/Med. Research/Cl. Biochem./Biochemistry*
W. Graydon, *Retired Members*
B. Green, *Social Sciences — Erindale*
R. Hagey, *Nursing*
A. Hedlin, *Pharmacology/Medicine/Pathology/Physiology*
J. Holladay, *Middle East & Islamic/Near Eastern/East Asian*

B. Horne, *Combined Libraries*
D. Jenkins, *Microbiology/Nutrition & Food/Misc. Med.*
B. Kidd, *University College*
S. Langlands, *Combined Libraries*
J. Lee, *Social Sciences — Scarborough*
G. Luste, *Physics/Astronomy*
L. MacDowell, *Humanities — Erindale*
R. Matthews, *Political Science*
H. Mayer, *German — Victoria*
K. McMorrow, *Combined Libraries*
A. McQuillan, *Geography/Psychology*
L. Mignault, *Humanities — Scarborough*
W. Milgram, *Life Sciences — Scarborough*
J. Moorfield, *University of Toronto Schools*
G. Nairn, *Pharmacy*
G. Patterson, *History*
M. Parker-Hale, *Music*
C. Plowright, *Zoology*
F. Popovich, *Dentistry*
J. Reed, *Sciences — Erindale*
W. Reynolds, *Chemistry*
F. Rimrott, *Mechanical Eng./Industrial Eng./Aerospace*
H. Rogers, *Linguistics/German/Statistics*
W. Rolph, *Spanish & Portuguese/Italian/Slavic Lang. & Lit.*
H. Rosenthal, *Physical Sciences — Scarborough*
P. Rosenthal, *Mathematics/Computer Science*
W. Sager, *Education*
S. Schiff, *Law*
J. Siegel, *Management Studies*
A. Silber, *Victoria*
G. Smith, *Anthropology*
P. Sohm, *Fine Art/Classics*
P. Thompson, *Philosophy — Scarborough*
K. Turko, *Combined Libraries*
L. Wilson-Pauwels, *Art as Applied to Med./Speech Path./Anatomy/Rehab.*

PHD ORALS

Please contact the PhD oral examination office at 978-5258 for information regarding time and location for these listings.

Wednesday, February 25
Diana Christine Boswell, Department of Education, "Language Development in Low-Birthweight Children." Prof. M. Orme.

Thursday, February 26
Beverly Jane Jackson-Fahmy, Department of Education, "Communication in the Cross-Cultural Medical Interview." Prof. J. Draper.

Friday, February 27
Donald Michael Bruce, Department of French Language & Literature, "De l'Intertextualité à l'interdiscursivité: évolution d'un concept théorique." Prof. A. Oliver.

Sonja Isabel Dennis, Department of Education, "The Development of Children's Drawing: A Neo Structuralist Approach." Prof. R. Case.

James Paul Fraser Morris, Department of Nutritional Sciences, "Early Dietary Experience and Subsequent Protein Selection in the Rat." Prof. G.H. Anderson.

Christopher Benjamin Schiller, Graduate Centre for the Study of Drama, "Strategies and Effects in the Dialogue of Stoppard, Arden and Orton." Prof. M.J. Sidnell.

Linna Jane Turrington, Department of Anthropology, "Mali Musow: The Women's Subculture in a Bambara Village." Prof. M.D. Levin.

Tuesday, March 3
Stuart Alan Berger, Department of Medical Biophysics, "Genetic Alteration and Modulation of Hematopoiesis by Retrovirusmediated Gene Transfer." Prof. A. Bernstein.



Teetzel Lectures University College's Social and Architectural History

PART I

March 3, 1987

G.M. CRAIG **The State College before Federation, 1853-1887**

March 5, 1987

G.M. CRAIG **The State College after Federation, 1887-1906**

March 10, 1987

J.M.S. CARELESS **The College and Mid-Victorian Toronto, 1853-1879**

March 12, 1987

J.M.S. CARELESS **U.C. in a Would-Be Metropolis, 1880-1906**

4:30 pm. Room 140, University College,
15 King's College Circle, University of Toronto

PART II on the Architectural History will be given in October 1987 by D.S. Richardson.

Events

LECTURES

The Constitution and Canada's Native People.

Tuesday, February 24
George Henry Erasmus, National Chief, Assembly of First Nations; Kathy Baker Memorial Lecture. Wetmore Hall, New College. 4 p.m. (Law and New)

On Art and Literature.

Tuesday, February 24
Prof. Michel Butor, University of Geneva. 140 University College. 4 p.m. (Comparative Literature)

Bionic Arms: Achievement and Challenge.

Wednesday, February 25
Prof. Robert N. Scott, University of New Brunswick. 2172 Medical Sciences Building. 5 p.m. (Biomedical Engineering)

Serving the Decision-making Needs of Cabinet.

Wednesday, February 25
Edward Emslie Stewart, Labatt Brewing Company of Canada; first of three Edward Dunlop Lectures. ROM Theatre, 100 Queen's Park Cres. 5 to 7 p.m. (Political Science and the Edward Dunlop Foundation)

Roman Catholicism in the Third Millennium: Prospects for Unity.

Wednesday, February 25
Joseph Cardinal Bernardin, Archbishop of Chicago; John M. Kelly Lecture in Theology. Brennan Assembly Hall, 81 St. Mary St. 8 p.m. (USMC Alumni Association)

The U.S.S.R. — Post Reykjavik, Chernobyl and Challenger.

Wednesday, February 25
Dr. Frederick Lowy, Dean of Medicine and Dr. Ian Hastie, Canadian Physicians for the Prevention of Nuclear War. 179 University College. 8 p.m. (Science for Peace)

Issues and Approaches to the Study of the Arab World.

Friday, February 27
Prof. Elia Zureik, Queen's University. Upper Library, Massey College. 10 a.m. (Middle East & Islamic Studies and Sociology)

Metamorphoses before the Metamorphoses.

Friday, February 27
Prof. Elaine Fantham, Princeton University. 152 University College. 3.10 p.m. (Classical Studies)

La France Antarctique: Aspects of the French Colonial Experience in Brazil, 1555-1560.

Friday, February 27
Prof. Jane Couchman, York University. Alumni Hall, Victoria College. 8 p.m. (Renaissance & Reformation Colloquium)

The Technological Revolution and Health Care.

Sunday, March 1
Robert A. Fuller, Johnson & Johnson, N.J. Auditorium, Medical Sciences Building. 3 p.m. (Royal Canadian Institute)

The Rediscovery of Time.

Monday, March 2
Dr. Ilya Prigogine, Nobel Laureate in Chemistry; Keys memorial lecture. George Ignatieff Theatre, Devonshire Place. 4 p.m. (Trinity)

Margaret Laurence.

Monday, March 2
Patricia Morley, critic. R-3232, Scarborough College. 7 p.m.

The Invisible Hand — Is It around Our Throats? Women and Economics

Monday, March 2
Prof. Marjorie Cohen, OISE. 2-212/2-213 Ontario Studies in Education, 252 Bloor St. W. 8 p.m. (Centre for Women's Studies in Education, OISE)

The Importance of C1-Transport to Understanding Salivary Fluid Formation.

Tuesday, March 3
Dr. Bruce J. Baum, National Institute of Dental Research, Bethesda. Room 360, Faculty of Dentistry, 124 Edward St. 8.15 a.m. (Dentistry)

The State College before Federation, 1853-1887.

Tuesday, March 3
Prof. Em. G.M. Craig, Department of History; first of four Teetzel Lectures on University College's Social and Architectural History. 140 University College. 4.30 p.m.

Ballet Comique in the Petit Bourbon.

Tuesday, March 3
Dianne Woodruff, York University. Wymilwood music room, 150 Charles St. W. 6 to 8 p.m. (French)

Peaceful Nuclear Technology: Its Moral and Ethical Background.

Tuesday, March 3
Prof. Robert E. Jervis, Department of Chemical Engineering & Applied Chemistry. Jorensen Hall, Ryerson Polytechnical Institute, 50 Gould St. 7.30 p.m. (Canadian Scientific & Christian Affiliation)

Class and Culture in Britain and Germany: E.P. Thompson and Barrington Moore Revisited.

Wednesday, March 4
Prof. Willfried Spohn, Free University of Berlin. Upper Library, Massey College, 10 a.m. to 12 noon. (Sociology)

What an Opportunity: Clinical Research at the NIH.

Wednesday, March 4
Dr. Bruce J. Baum, National Institute of Dental Research, Bethesda. Room 171, Faculty of Dentistry, 124 Edward St. 12 noon. (Dentistry)

The Linguistic and Cultural Background of Deutero-Isaiah.

Wednesday, March 4
Prof. Israel Eph'al, Hebrew University of Jerusalem; visiting Department of Near Eastern Studies. Room 323, old Textbook Store, 280 Huron St. (enter from 41 Willcocks St. or Bancroft Ave. off Spadina). 3.15 p.m. (Near Eastern Studies)

Serving the First Minister.

Wednesday, March 4
Edward Emslie Stewart, Labatt Brewing Company of Canada; second of three Edward Dunlop Lectures. Theatre, Royal Ontario Museum. 5 to 7 p.m. (Political Science and the Edward Dunlop Foundation)

Beyond Reykjavik.

Wednesday, March 4
Douglas Roche, Ambassador for Disarmament; Lectures in Peace Studies series. West Hall, University College. 8 p.m. (UC and Science for Peace)

Religion, Politics and Working Class Formation in Imperial Germany.

Thursday, March 5
Prof. Willfried Spohn, Free University of Berlin. Upper Library, Massey College, 11 a.m. to 1 p.m. (Sociology)

Strategic Interaction in the Language Classroom.

Thursday, March 5
Prof. Robert DiPietro, University of Delaware. 179 University College. 3 p.m.

The State College after Federation, 1887-1906.

Thursday, March 5
Prof. Em. G.M. Craig, Department of History; second of four Teetzel Lectures on University College's Social and Architectural History. 140 University College. 4.30 p.m.

Images in Sacred Order: The Evidence of Things Not Seen.

Thursday, March 5
Prof. Philip Rieff, University of Pennsylvania; second President's Lecture on Sacred Order and Social Order. Assembly Hall, Brennan Hall, 81 St. Mary St. 7.30 p.m. (St. Michael's)

What Has Clio To Do with Athena?

Friday, March 6
Prof. Kenneth L. Schmitz, Department of Philosophy; 1987 Gilson Lecture. Pontifical Institute of Mediaeval Studies Common Room. 8 p.m. (Pontifical Institute)

A Second Chance for Owls: Options for Use of an Overlooked Wildlife Resource.

Sunday, March 8
Katherine McKeever and James L. McKeever, The Owl Rehabilitation Research Foundation, Vineland Station; joint meeting with The Toronto Field Naturalists. Auditorium, Medical Sciences Building. 3 p.m. (Royal Canadian Institute)

MEETINGS

Real Rape: Signs and Reality in the Bible's Judges 11, 15 and 19.

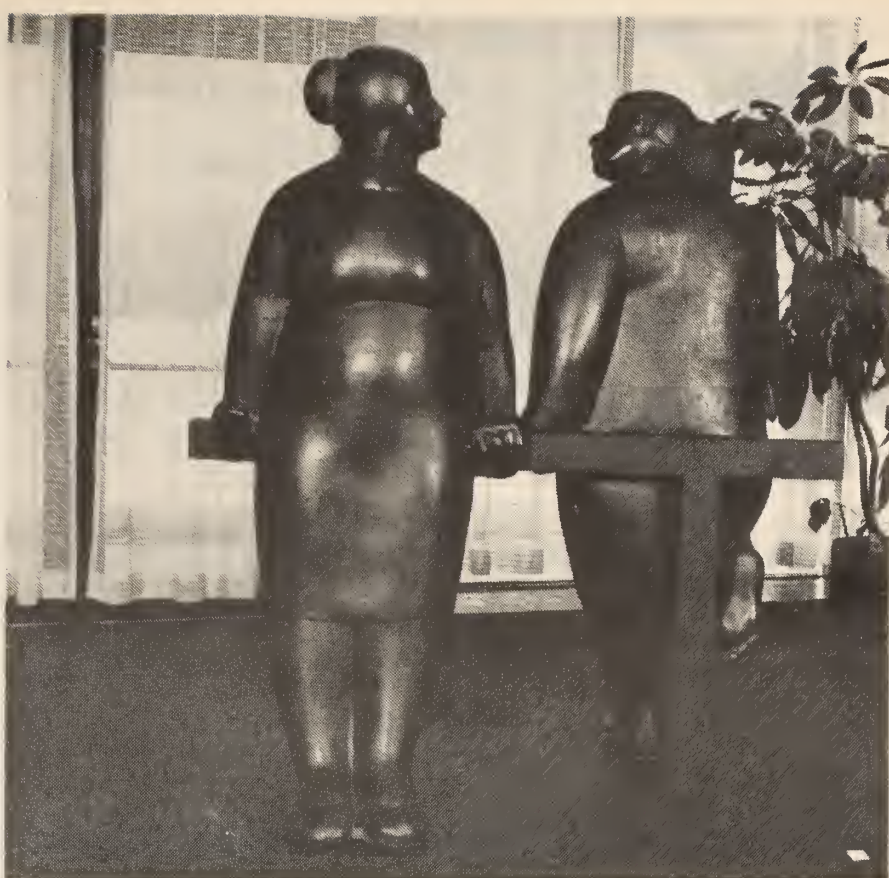
Saturday, February 28
Prof. Mieke Bal, University of Rochester; meeting, Toronto Semiotic Circle. 205 Northrop Frye Hall, Victoria College. 10.30 a.m.

Admissions, Curriculum & Standards Subcommittee.

Wednesday, March 4
Council Chamber, Simcoe Hall. 4 p.m.

Governing Council.

Thursday, March 5
Council Chamber, Simcoe Hall. 4.30 p.m.



STEVE JAUNZENS

An exhibition of sculpture by Joe Rosenthal is at the Erindale College art gallery until March 8. See Exhibitions for details.

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SEMINARS

Cystic Fibrosis: A Therapeutic Challenge.

Tuesday, February 24
Dr. Michael Reed, Rainbow Babies & Children's Hospital, Cleveland. 519 Pharmacy Building. 9 a.m. (Pharmacy)

Health Care for an Aging Society: Canadian and US Comparisons.

Wednesday, February 25
Prof. Neena Chappell, University of Manitoba; research seminar on aging. Room 204B, 455 Spadina Ave. 3 to 5 p.m. (Gerontology)

The Man whose Pharynx was Bad.

Wednesday, February 25
Prof. Eleanor Cook, Department of English. Common Room, 21 Sussex Ave. 4.30 p.m.

Growth and Development of Biomedical Engineering.

Thursday, February 26
Prof. Robert N. Scott, University of New Brunswick. 412 Rosebrugh Bldg. 1 p.m. (Biomedical Engineering)

Analysis of Ancient Concretes and Mortars.

Thursday, February 26
Gordon Brown, Gordon E. Brown Concrete Consultants Inc. 158 Wallberg Building. 3.30 p.m. (Metallurgy & Materials Science and Collegium Archaeometricum)

Population Effects of Environmental Contaminants.

Thursday, February 26
Douglas Hallett, Eco Logic Inc. 211 Haultain Building. 4 p.m. (Environmental Studies)

The Mass Spectacle in Petrograd in 1920.

Thursday, February 26
Prof. Katerina Clark, Yale University. Upper Library, Massey College. 4 to 6 p.m. (Russian & East European Studies)

Striated Rootlets of Flagella — A New Form of Cellular Motility?

Thursday, February 26
Prof. Allan Dingle, McMaster University. 2082 South Building, Erindale College. 5 p.m. (Erindale Biology)

Editing Latin Texts.

Friday, February 27
Prof. Terrence Tunberg, Department of Classics; Manuscripts, Books and Libraries from Petrarch to Milton series. 321 Pratt Library, University College. 2 to 4 p.m. (Reformation & Renaissance Studies)

Induction and Expression of Induced Resistance in Plants.

Friday, February 27
Prof. R. Hammerschmidt, Michigan State University. 7 Botany Building. 3.30 p.m. (Botany)

Greek Textual Literacy: A Re-examination.

Monday, March 2
Prof. Ken Morrison, York University; Literacy and Computing series. Coach House, 39A Queen's Park Cres. E. 4 p.m. (McLuhan Program)

Lessons from the Impact of Sucrose-rich Diets in Animal Models: Hyperlipidemia, Diabetes and Obesity.

Tuesday, March 3
Dr. Eleazar Shafir, Sandoz Research Institute, N.J. North classroom, basement, College Wing, Toronto General Hospital. 5 p.m. (Banting & Best Diabetes Centre)

LNG Plant at Cobourg.

Thursday, March 5
Robert W. Macaulay, Q.C., Ontario Energy Board. 211 Haultain Building. 4 p.m. (IES)

Evolution and Behavioural Ecology of Respiration in Fishes and Other Animals.

Thursday, March 5
Prof. Donald Kramer, McGill University. 2082 South Building, Erindale College. 5 p.m. (Erindale Biology)

Editing Vernacular Texts.

Friday, March 6
Prof. Ian Lancashire, Department of English; Manuscripts, Books and Libraries from Petrarch to Milton series. 321 Pratt Library, University College. 2 to 4 p.m. (Reformation & Renaissance Studies)

Pontius Pilot and the Sources.

Friday, March 6
Prof. Brian McGing, Trinity College, Dublin. 148 University College. 3.10 p.m. (Classical Studies)

Polyploidy and Breeding Systems in Pteridophytes: A Re-evaluation.

Friday, March 6
Prof. D. Soltis, Washington State University. Room 7, Botany Building. 3.30 p.m. (Botany)

Science Policy in Canada.

Friday, March 6
Art Collin, Special Adviser to the Minister of State for Science and Technology. Council Chamber, Simcoe Hall. 4 p.m. (Environmental Studies and Institute for Advanced Studies)

Attitudes of U.S. Congressmen Toward India.

Monday, March 9
Prof. A.G. Rubinoff, Department of Political Science. History common room, 2090A, Sidney Smith Hall. 3 p.m. (South Asian Studies)

COLLOQUIA

Present and Future Observations of Chromospherically Active Stars.

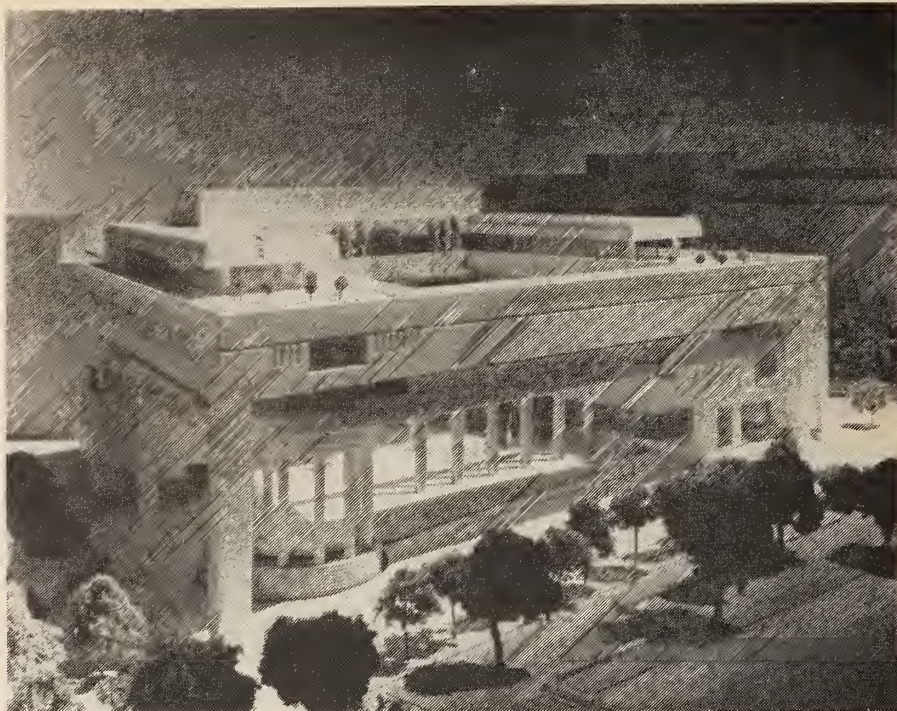
Wednesday, February 25
Prof. B.W. Bopp, University of Toledo. 137 McLennan Physical Laboratories. 3.10 p.m. (Astronomy)

Percolation and Fractals.

Thursday, February 26
Prof. Dietrich Stauffer, University of Cologne. 102 McLennan Physical Laboratories. 4.10 p.m. (Physics)

Biblical Apocalyptic and Modern Politics.

Friday, February 27
Prof. Abraham Rotstein, Department of Economics. Centre for Religious Studies Lounge, 14-352 Roberts Library. 1.15 p.m. (Centre for Religious Studies)



Model of the Canadian Chancery, Washington; an exhibition of works by architect Arthur Erickson is at the Faculty of Architecture & Landscape Architecture until March 5. See Exhibitions for details.

MUSIC

Erindale Wednesday Noon Series.

Wednesday, February 25
Classical clarinetist Diana Rechichi accompanied by Margaret Menzies on the flute. The Art Gallery, South Building, Erindale College. 12 noon.

Light Pollution and the David Dunlap Observatory.

Wednesday, March 4
Prof. C.T. Bolton, David Dunlap Observatory. 137 McLennan Physical Laboratories. 3.10 p.m. (Astronomy)

Is the Universe Trivial?

Thursday, March 5
Prof. Mark B. Wise; California Technical Institute. 102 McLennan Physical Laboratories. 4.10 p.m. (Physics)

PLAYS & READINGS

Katerina Ivanovna.

Tuesday, February 24
By Andreyev. George Ignatieff Theatre, 15 Devonshire Place. 8 p.m. Tickets \$8 from U of T Women's Association Gift Shop in Simcoe Hall. (UTWA and Trinity College Drama Society)

Godspell.

Tuesday, February 24 to Saturday, February 28
Designed and directed by W.R. Eliot; New Vic Theatre Company production. Hart House Theatre. 8 p.m. Tickets \$7, students and seniors \$5. Reservations: 978-8668

Measure for Measure.

Tuesday, March 3 to Sunday, March 8
By William Shakespeare; Graduate Centre for Study of Drama production, 1986-87 season. Robert Gill Theatre, Koffler Student Services Centre. Performances at 8 p.m. except Sunday, 2 p.m. Tickets \$5, students and senior \$3. Reservations: Monday-Friday 11 a.m. to 5 p.m., 586-7986.

Oh Dad, Poor Dad.

Wednesday, March 4 to Saturday, March 7
By Arthur Kopit. TV Studio One, Scarborough College. 8 p.m.

ROYAL CONSERVATORY OF MUSIC

Noon Hour Series.

Wednesday, February 25
Katherine Carleton, clarinet. Concert Hall. 12.15 p.m.

Eugene Kash, Violin and Rodica Eugen, Piano.

Sunday, March 1
Concert Hall. 8 p.m. Tickets \$8, students and seniors \$5.

Peggie Sampson, Viola de gamba; Ulrich Rappen, Viola da gamba; Elizabeth Keenen, Harpsichord; and Richard Kolb, Theorbo/Archlute.

Friday, March 6
Concert Hall. 8 p.m. Tickets \$8, students and seniors \$5.

Art Gallery Sunday Concerts.

Sunday, March 8
Avraham Galper, clarinet; Martin Beaver, violin; and Marc Widner, piano. Walker Court, Art Gallery of Ontario. 3 p.m.

Information on all Conservatory concerts available from publicity office, 978-3771.

FACULTY OF MUSIC EDWARD JOHNSON BUILDING

Thursday Noon Series

Thursday, February 26
Recital featuring student chamber groups.

Thursday, March 5
The Opera Division presents a lecture introducing Mozart's unfinished opera *L'Oca del Cairo* and Ibert's one-act farce *Angélique*. Walter Hall. 12.10 p.m.

U of T Contemporary Music Ensemble

Thursday, February 26
Robin Engelman, conductor. Walter Hall. 8 p.m. Tickets \$3.

Faculty Artists Series

Saturday, February 28
Linda Bennett, mezzo-soprano; Henry Ingram, tenor; Suzanne Shulman, flute; Richard Dorsey, oboe; Joaquin Valdepeñas, clarinet; David McGill, bassoon; Eugene Rittich, horn; John Beckwith, keyboards; William Aide, piano; and Patricia Parr, piano. Walter Hall. 8 p.m. Tickets \$10, students and seniors \$6.

Mozart's *L'Oca del Cairo* and Ibert's *Angélique*.

Friday, March 6 and Saturday, March 7
Opera Division presentation. MacMillan Theatre. 8 p.m. Tickets \$15, students and seniors \$10.

Faculty Recital Series.

Sunday, March 8
Mark Pedrotti, baritone; John Greer, piano. Walter Hall. 3 p.m. Tickets \$10, students and seniors \$6.

U of T Folk Music Ensemble.

Sunday, March 8
Earl LaPierre and Timothy Rice, directors. Walter Hall. 8 p.m. Tickets \$3.

Information on all events in the Edward Johnson Building available from the box office, 978-3744.

VICTORIA COLLEGE

Jessie Macpherson Commemorative Concert.

Sunday, March 1
Janet Stubbs, Mezzo Soprano; final in series of three. Victoria College Chapel. 2.30 p.m. Tickets \$10, students \$3. Information: 585-4408. (Victoria College)

TRINITY COLLEGE

An Evening of Chinese Classical Music.

Thursday, March 5
Chinese Traditional Music Association of Toronto; Paul Hu, director. George Ignatieff Theatre, Trinity College, Devonshire Place. 7.50 p.m. (East Asian Studies)

FILMS

On Being Muslim in India.

Wednesday, February 25
Room 153, Level A, Audiovisual Library, Sigmund Samuel Library. 12 noon to 12.40 p.m. (South Asian Studies)

Gandhara Art.

Wednesday, March 4
Room 153, Level A, Audiovisual Library, Sigmund Samuel Library. 12 noon to 12.30 p.m. (South Asian Studies)

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EXHIBITIONS

VICTORIA UNIVERSITY

Virginia Woolf, The Hogarth Press and The Bloomsbury Group.
To February 27
Pratt Library.
Hours: Monday to Thursday, 8.45 a.m. to 12 midnight; Friday, 8.45 to 6 p.m.; Saturday, 12 noon to 5 p.m.; Sunday, 1 to 10 p.m.

JUSTINA M. BARNICKE GALLERY, HART HOUSE

To March 5
Photo/Sculpture.
Howard Gerry. East Gallery.
Urban Landscape Themes.
Jill Livermore, works on paper. West Gallery.
Gallery Hours: Tuesday to Thursday, 11 a.m. to 9 p.m.; Friday and Saturday, 11 a.m. to 6 p.m.; Sunday 2 to 5 p.m.

FACULTY OF ARCHITECTURE AND LANDSCAPE ARCHITECTURE

Arthur Erickson, Architect.
To March 5
A selection of drawings, photographs and models of built works. Galleries, 230 College St.
Gallery hours: Monday, Tuesday, Wednesday and Friday, 9 a.m. to 5 p.m.; Thursday, 9 a.m. to 9 p.m.

ERINDALE COLLEGE

Joe Rosenthal.
To March 8
Bronze sculpture by Joe Rosenthal. Art Gallery, Erindale Campus.
Gallery hours: Monday to Friday, 11 a.m. to 7 p.m.; Saturday and Sunday, 12 noon to 5 p.m.

ROBARTS LIBRARY

Evolution of Medical Illustration
To March 27
An historical survey of art in the service of medicine. Main Display Area.
Hours: Monday to Friday, 8.30 a.m. to 12 midnight; Saturday, 9 a.m. to 5 p.m.; Sunday, 1 to 10 p.m.

THOMAS FISHER RARE BOOK LIBRARY

The Curwen Press 1863 — 1984.
To March 31
Hours: Monday to Friday, 9 a.m. to 5 p.m.

SCARBOROUGH COLLEGE

Sculpture by Teresa Dobrowolska.
February 23 to March 13
The Gallery, Scarborough College.
Hours: Monday to Friday, 11 a.m. to 4 p.m.

VICTORIA COLLEGE

Tapestries by Maria Ciechomska and Watercolours by Boguslaw Mosielski.
February 24 to March 13
Opening reception Feb. 23, 5 p.m. to 9 p.m.
Hours: Monday to Friday, 9 a.m. to 5 p.m.



John Milton. Editing Latin Texts (Feb. 27) and Editing Vernacular Texts (March 6) are part of the seminar series, Manuscripts, Books and Libraries from Petrarch to Milton, presented by the Centre for Reformation & Renaissance Studies. See Seminars for details.

Events deadlines

Please note that information for Events listings must be received in writing at the *Bulletin* offices, 45 Willcocks St., by the following times:

Events taking place March 9 to 23
Monday, February 23

Events taking place March 23 to April 6:
Monday, March 9

MISCELLANY

Anouar Abdel-Melek.
Tuesday, February 24
Prof. Abdel-Melek, United Nations University, Tokyo, will discuss UN University's projects as well as his own work. Middle East & Islamic Studies Common Room, 14th floor, Robarts Library.
10 a.m.

Verona.
Wednesday, February 25
Cities of Italy, lunchtime videos. 004 Northrop Frye Hall, Victoria College.
12.15 p.m.
(Renaissance Studies)

French soirée.
Wednesday, February 25
Piano recital by Pierre Souvairan; French Music Mini-lecture by Prof. Laure Rièze. Music in Wymilwood, 150 Charles St. W. 7.30 p.m.
Tickets \$5, students \$2.
Information: 585-4408.
(Victoria)

Third Annual Casino Night and Dance.
Saturday, February 28
An evening of gambling and gambling hosted by the U of T High Performance Centre for Track and Field; all proceeds will go to funding the centre's efforts to train and coach world class athletes. Hart House. 7 p.m.
Tickets \$15, students \$10.
Information: 978-3937.

Faculty of Dentistry Student Research Day.
Wednesday, March 4
Undergraduate, graduate and postgraduate students will present posters and table clinics in the format of a scientific meeting. Auditorium, Faculty of Dentistry, 124 Edward St.
10 a.m. to 12 noon.
Information: 978-6407.
(Dentistry)

Ravenna.
Wednesday, March 4
Cities of Italy, lunchtime videos. 004 Northrop Frye Hall, Victoria College.
12.15 p.m.
(Renaissance Studies)

Student research day in Faculty of Dentistry

A student research day will be held in the auditorium of the Faculty of Dentistry from 10 a.m. to 12 noon, March 4. The format has been designed to give students the opportunity to present and discuss their research with students and staff from other departments and disciplines, and to give students not involved in research a

broad overview of the type of research being undertaken in the faculty.

Since the emphasis is on participation, there are no selection criteria for presentations; students will display research at all stages of development. Awards will be given for the best undergraduate, graduate and post-graduate presentations.

Recent academic appointments

The Academic Affairs Committee, at its meeting of Feb. 5, approved or received notice of the following appointments:

Office of International Cooperation
Professor Meyer Brownstone, director, from July 1, 1987 to June 30, 1988

Faculty of Nursing
Professor Hattie Shea, associate professor with tenure, from July 1, 1986

Faculty of Education
Professors C.L. Bedal, R.J. Life, R.J. McMaster, G.A. Reid, J.C. Ricker and W.G. London, professor emeritus, from July 1, 1986

Faculty of Applied Science & Engineering
Department of Metallurgy & Materials Science
Professor W.A. Miller, chair of the undergraduate and graduate departments, from July 1, 1987 to June 30, 1992 (re-appointment)

Faculty of Arts & Science
Department of English
Professor Richard W. Van Fossen, acting chair of the undergraduate and graduate departments, from July 1, 1987 to June 30, 1988

Department of French
Professor Aubrey Rosenberg, acting chair of the undergraduate and graduate departments, from July 1, 1987 to Dec. 31, 1987

Department of Psychology
Professor Robert S. Lockhart, acting chair of the undergraduate and graduate departments, from July 1, 1987 to June 30, 1988

Program in Gerontology
Professor Blossom T. Wigdor, director, from July 1, 1987 to June 30, 1988 (re-appointment)

School of Graduate Studies
Professor Derek McCammond, associate dean Division III, from July 1, 1987 to June 30, 1990

Professor Antony H. Melcher, associate dean Division IV, from July 1, 1987 to June 30, 1988 (re-appointment)

Professor Rose Sheinin, vice-dean, from July 1, 1987 to June 30, 1988 (re-appointment)

Faculty of Medicine
Professor Walter J. Hannah, acting associate dean of Clinical and Institutional Affairs, from Jan. 1, 1987 to June 30, 1987

Department of Medical Biophysics
Professor F. Peter Ottensmeyer, chair of the undergraduate and graduate departments, from March 1, 1987 to June 30, 1992

Faculty of Pharmacy
Professor Peter J. O'Brien, chair of the Graduate Department of Pharmacy, from March 1, 1987 to June 30, 1992

COUNCIL OF THE SCHOOL OF GRADUATE STUDIES NOTICE OF ELECTIONS STUDENT NOMINATIONS OPEN

Three student representatives will be elected for each of the four divisions of the Graduate School. Nomination forms may be obtained at any graduate department office, the Graduate Students' Union, and the School of Graduate Studies. Student nominations will be open until March 6, 1987 at 4:00 p.m. Completed nomination forms must be returned to the Office of the School of Graduate Studies prior to this time to be valid. Elected members will serve for one year until June 30, 1988 or for two years, if so indicated, to June 30, 1989.

Constituencies

Division I — The Humanities (3 seats to be filled)

Classical Studies
Comparative Literature
Drama
East Asian Studies
English
French Language & Literature
Germanic Languages & Literatures
History
History of Art
History & Philosophy of Science & Technology
Italian Studies
Linguistics
Medieval Studies
Middle East & Islamic Studies
Museum Studies
Music
Near Eastern Studies
Philosophy
Religious Studies
Slavic Languages & Literatures
South Asian Studies
Spanish & Portuguese

Division II — The Social Sciences (3 seats to be filled)

Anthropology
Criminology
Economics
Education
Geography
Industrial Relations
International Studies
Law
Library & Information Science
Management Studies
Master's in Teaching
McLuhan Program in Culture & Technology
Planning
Policy Analysis
Political Science
Russian & Eastern European Studies
Social Work
Sociology
Urban & Community Studies

Division III — The Physical Sciences (2 seats to be filled)

Aerospace Science & Engineering
Architecture
Astronomy
Biomedical Engineering
Chemical Engineering & Applied Chemistry
Chemistry
Civil Engineering
Computer Science
Electrical Engineering
Environmental Studies
Geology
Industrial Engineering
Mathematics & Applied Mathematics
Mechanical Engineering
Metallurgy & Materials Science
Physics
Statistics
Theoretical Astrophysics
Transportation

Division IV — The Life Sciences (3 seats to be filled)

Anatomy
Biochemistry
Botany
Clinical Biochemistry
Community Health
Dentistry
Forestry
Immunology
Medical Biophysics
Medical Science
Microbiology
Nursing
Nutritional Sciences
Pathology
Pharmacology
Pharmacy
Physiology
Psychology
Speech Pathology
Zoology

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Unity of Knowledge: the possible dream?

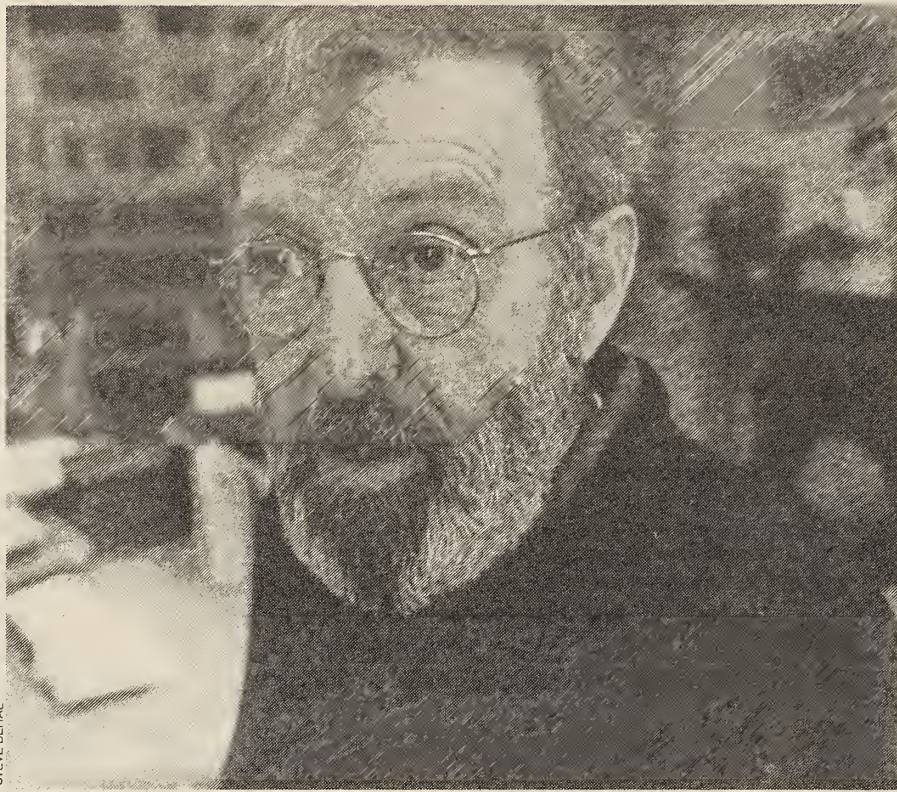
by Peter Heyworth

At a recent conference at Ryerson, Dr. Russell Edgerton, president of the American Association for Higher Education, addressed over 100 "leaders" from business, labour, government and the universities on the changing role of a liberal education. What he spoke of was the need to transform the traditional "liberal education" into a "liberalizing education".

As reported in the February issue of *University Affairs* (from which my knowledge of his speech derives) Dr. Edgerton means by a "liberalizing education" an education which recognizes that more important than specialist skills or specialized knowledge of particular subjects is the extent to which in mastering such subjects a person develops and employs the aptitudes of "analysis, synthesis and creative articulation", and the values and attitudes (undefined) associated with them. This, he argues, must change the focus in higher education from the subject to the teaching of that subject, and the focus in universities from the transmission of culture to preparing people to be effective in the world they live in.

Dr. Edgerton supplied no suggestion of what such a transformed university system might offer in the way of courses, programs, things actually taught. What follows is an attempt to make up for his default. It is a bald summary of a program designed by a group of colleagues at the University of Toronto who share with Dr. Edgerton a conviction that the degree of specialization practised in our universities is disabling to those — our students — we foist our specialisms on to. And as university teachers, we believe we do no service to the university and the tradition it represents by our refusal to consider what we might offer in the place of such specialization.

The "Unity of Knowledge" program was devised at the invitation of the principal of University College and of the college council. The committee consisted of F.D. Manchester (physics), J.B. Gilmore (psychology), F.F. Wilson and L.W. Ferguson (philosophy), S.B. Eastman and M.H. Watkins (economics), Joe Repka (mathematics), P.F. Morgan and myself (English) and



STEVE BEHAL

Carolyn Heald, a student.

We recognize that excessive specialization is a stick fashioned by the universities for others to abuse them with; many have taken pleasure in wielding it and universities have been neither imaginative nor resourceful in their own defence. We are, of course, largely the victims of our own success: our intellectual energy has in the last 50 years revolutionized old disciplines and invented new ones. But we are not guilty of having given much thought to the means by which the recent elaboration of knowledge can be thoughtfully assimilated by the students whom it is our primary responsibility to train and to bring to an enhanced understanding of the world they live in.

The causes of over-specialization are clear enough. They lie in the widespread assumption that a university training can be delivered to a young adult with an average allotment of human energy in the course of three or four moderately industrious years. What the

assumption leaves out of account is the exponential increase in the volume of knowledge to be assimilated. And since it is unreasonable to expect undergraduates to become either supercharged or indefatigable overnight, and impracticable to expect them to remain students into early middle age, "specialist" degrees in economics or physics or anthropology or mathematics have become exclusively, if apologetically, specialist indeed.

The program here proposed is an attempt to establish a coherent and pragmatic alternative to the comfortable specializations on offer at the University of Toronto (though not only at the University of Toronto). In designing it we have tried always to keep in mind that freedom from specialist disabilities is not the same thing as ignorance of specializations: that is comprehensively and simply disabling.

We believe it is important to inculcate some sense of the distinctive ways in which scholars in such fields as science or human behaviour (to use our chosen nomenclature) address the questions each discipline generates — how they conduct their enquiries, form hypotheses, achieve resolutions; and beyond that to inculcate respect for and understanding of various disciplines central to our understanding of ourselves and of the natural world.

Thus we have sought to avoid the merely descriptive, and in each course the syllabus is designed to encourage the students' understanding of the methodology of the discipline and some direct experience of the traffic an investigator has with the material the discipline makes available — what works and what doesn't, what "really" works and what respect for the integrity of a discipline "really" entails. Throughout we try to ensure that the level of difficulty students encounter is appropriate to the stage in their development at which they encounter it.

The program is designed as a three-year major program and the Roman numerals distinguish half-courses and the sequence in which they will be taken. We have left room for students to take courses in line with special interests or to amplify interests developed as a result of working with material the "theme" courses have

introduced them to. By year, the sequence is: Year I. Fall: Science I, Analysis I, Human Expression I. Spring: Science II, Analysis II, Human Behaviour I. Year II. Fall: Analysis III, Human Behaviour II. Spring: Human Expression II, Integrated Studies I. Year III. Fall: Human Behaviour III, Human Expression III, Integrated Studies II. Spring: Science III, Human Expression III (continued), Integrated Studies II (continued).

The program is not a response to Dr. Edgerton's remarks; it was already in finished form a year before the Ryerson conference took place. But since in our view it speaks relevantly to the theme of that conference — "Career Education for the 1990s: the Role of Liberal Studies" — we offer it belatedly (and not without self-interest: we would like to see the program funded) to the "100 leaders" who looked up at Dr. Edgerton and were not fed, as well as to those both within and without the University community who may find it of interest.

* * *

Human Expression

I Writing. An important aim will be to foster a self-critical attitude towards one's own writing and a critical attitude toward the writing of others. A wide range of materials will be used for analysis: technical and scientific articles, daily newspapers, the prose of bureaucracies and of politicians, and "good" literature in different genres. The chief end will be to recognize, and to avoid writing, prose that is flat, flatulent and false.

II The use of English. This will relate language as discovered in the students' own use of it to the theory and history of language in general. A brief introduction to the nature and structure of language will be followed by a survey of the growth of the English language and an examination of other perspectives on language which have developed in this century — transformational grammar, semiotics, structuralism, deconstruction, etc.

III Topics and texts. Historical and theoretical understanding will be tested and extended through an examination of the ways in which ideas are expressed through writing in a variety of classical texts representative of important trends in imaginative literature and philosophical thought.

Human expression is, in the broadest sense, the ground of the whole program. Language is the most widely used and most sensitive register we possess of our ideas, feelings, manners and experience. To use it well is to increase our understanding of the world we live in and — since language is our most expressively revealing behaviour — to make that understanding available to others.

Human Behaviour

"Human behaviour" focuses on knowledge. Its unifying theme is the search for better ways to understand the varieties of individual and collective knowledge.

I Knowledge and psychology. Examines how we "know" from the perspective of

See FORUM : Page 15

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psychological theory and data. It will include a consideration of "learning" and "memory" and how it is that "knowledge" is inferred from the evidence of each; classical behaviourism; the limits of memory and learning; the concept of the unconscious and the theory that certain dreams and gestures express a form of unrecognized knowledge.

II Knowledge and economics. Examines two contrasting approaches to the production and distribution of knowledge. (1) The approach of neo-classical economics, in which knowledge is a capital stock of information and the product of constrained decision-making by individuals. (2) The technological-historical approach, in which knowledge is related to technology operating in society at large, or operating in knowledge-producing and knowledge-communicating industries. The course offers bridges to the human expression courses in its treatment of the technology of communications. It offers bridges to the analysis courses in its treatment of decision-making under uncertainty.

III Knowledge and sociology. This course will encourage reflection on the social construction of reality, both in society at large and in the university, and the mutual and relative effects of culture and "knowledge" will be demonstrated, using examples from Canadian experience and history. For example, the changing cultural and material circumstances of one of the Canadian aboriginal peoples and the changing cultural and material circumstances of Canadian industrial workers and employees will be examined; their concepts of "reality" and construction of knowledge as they have been in the past and as they are today will also be explored.

Analysis

"Analysis" is intended to provide all the mathematical and related background that may be necessary for other elements in the program, including calculus and differential equations for the physical sciences and probability and statistics for the social sciences. In addition, these courses are intended to give an introduction to a variety of mathematical techniques and insight into their use.

I Qualitative methods. Numbers; statistics; functions; differential calculus.

II Calculus. Differential equations; probability; integral calculus; statistics II.

III Mathematical perspectives. Mass and centroid; spectrum and decomposition.

Science

Elements from several of the main scientific disciplines are represented. The aim is to develop understanding of scientific concepts that have found their way into popular currency — molecular biology and quantum processes for example — and to show how they actually work.

I Molecular biology. A recent development of major significance in science. It leads to an understanding of the chemistry of molecules and basic biological mechanisms. The knowledge gained in studying concepts of molecular processes is reinforced in the quantum mechanics section of Science II. Thermodynamics. This introduces one of the most general conceptual frameworks of science. Entropy is emphasized because it offers valuable insights into situations not obviously linked with thermodynamics.

II Relativity. One of the major scientific ideas of the modern era. The treatment of special relativity introduces a set of prin-

ciples which form an assimilable and satisfying example of the rigorous thought characteristic of physical science.

Quantum mechanics. Another major scientific development of the age, it presents a special difficulty — how to bring students to grasp by analysis rather than description the principles of quantum mechanics without pushing them farther than their understanding will take them.

III Contemporary evolutionary thought. Evolutionary concepts are related to changes in the development of knowledge generally. Genetics, palaeontology, astrophysics, and other disciplines important to an understanding of evolutionary thought will be introduced where relevant. There is a strong link between this course and molecular biology in Science I.

Integrated Studies

In these two half-courses complex topics are presented for investigation and systematic analysis, bringing to bear the widest possible range of skills and methodologies learned in the earlier parts of the program. What "integrated study" means will best appear by illustration of what might be a suitable topic for Integrated Studies II.

The Chalk River/Deep River community in Ontario has grown up over a period of 40 years around the laboratories of Atomic Energy of Canada Ltd. (AECL). It is a singular community which had its origins in a scientific and technological response to political interests at a critical moment in time, the Second World War. It has subsequently developed in interesting ways, much affected by the alternating constraints and opportunities visited on it by politicians and civil servants but also by the dynamics of the enclosed competitive world of a specialized research institution in its relationships with its political masters in Ottawa, with the scientists in Canadian universities and, beyond that, with the larger world of physics and nuclear research outside Canada. Other features to consider for a Chalk River/Deep River study are, for example, that the town of Deep River serves as the dormitory community for the AECL laboratories at Chalk River, providing a situation in which the highly specialized occupations of a large fraction of the town's residents are an interesting contrast with the "normal" roles for inhabitants of a rural setting in the northern Ontario woods. Plotting the development of Chalk River/Deep River, defining its place in Canadian public life and public policy, and weighing the significance of its relationships with and its contributions to the various overlapping constituencies of which it is a part, would be a demanding exercise. Such a topic and such an exercise would serve very well the ends of an "integrated study".

I Investigation by the class of two topics. The instructor will assign students to gather material, to organize it, and to present it to the class for discussion. Students will in conclusion write a report embodying their own findings, taking into account relevant material that emerged from the investigations of the other members of the class.

II Investigation in depth of a single topic along the lines established in Integrated Studies I. The class will act as a team with pooled contributions and joint responsibility. It is intended that the topic should be chosen by mutual agreement at the end of Integrated Studies I, with preliminary research undertaken over the summer, so that the participants are ready for serious work at the first class meeting in the new academic year.

Peter Heyworth is a professor of English at University College.

LETTERS

Compensation comparisons with US desirable

In a letter to the *Bulletin* of Feb. 9, Professor Graeme Hirst has commented on the tabulation of salary data from other Ontario universities. I believe that it is useful to have such data as background information for dialogue concerning compensation. Professor Hirst and others are free to form their own judgements as to which of the institutions in that schedule provide the most relevant comparisons. I think it would be inappropriate, however, to omit arbitrarily from the tabulation one or two institutions which some might judge to be less relevant.

Professor Hirst's main point, with which I strongly agree, is that information on compensation patterns other than those of Ontario universities would be useful. As a member of the Council of Ontario Universities and its Executive Committee, I have advocated a broadly based assessment of faculty compensation, using both public and private sector earnings as benchmarks, where relevant. I am pleased that this study is now under way, guided by a committee under the chairmanship of Professor Noah Meltz.

Some time ago, I advocated that the COU study be extended to include comparisons with compensation patterns in US universities. I understand that the committee has set aside my proposal on the grounds that such comparisons are technically very difficult. There are many variables — among them, currency rate of exchange, cost of living and taxation — which complicate the analysis. I still believe it to be essential that we seek a better understanding of academic compensation than we have at present and I have asked Vice-President Pathy to look into means by which we might obtain information of special interest to the University of Toronto.

Compensation is an issue of great importance to the University. It is highly desirable that all members of the University community, as well as concerned individuals outside the University, have the clearest possible understanding of our competitive position. It is particularly important that the responsible officers of the provincial government understand the degree to which our policies and practices are shaped by our academic goals and our competitive position.

*George Connell
President*

Increasing contract revenue

The discussion of the distribution of overhead research costs by the Research Board, reported in the *Bulletin* Feb. 9, is a timely and important event. If we are serious about increasing contract revenue, a significant portion of the department's share of this revenue *must* be directed to the individual research project that generated the overhead revenue, as suggested by Professor Guillet. I suggest at least 60 percent.

*N.Z. Stanacev
Department of Clinical Biochemistry*

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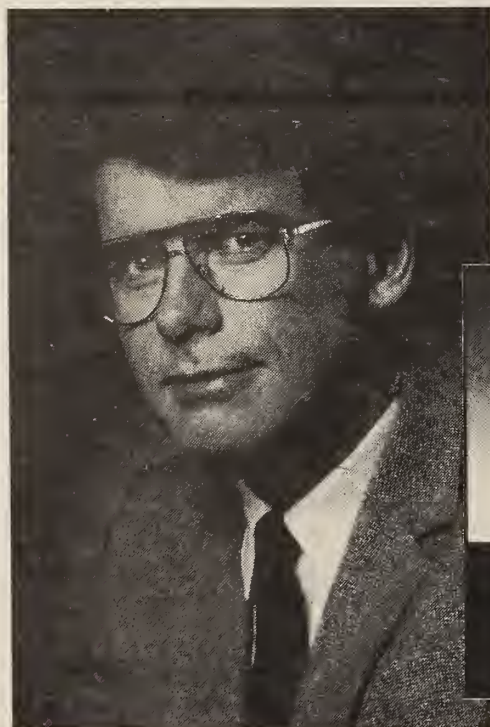
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